

Policy Regarding of Non-discrimination on the Basis of Disability

A resolution of the City of Butler, adopting a policy of nondiscrimination on the basis of disability.

Whereas, the Congress of the United States has passed Section 504 of the Rehabilitation Act of 1973 (Section 504), as amended, which requires that “no otherwise qualified individual with a disability shall, solely on the basis of his or her disability, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program, services, or activities receiving Federal assistance”; and

Whereas, other Federal laws provide nondiscrimination on the basis of disability, such as Title VIII of the Civil Rights Act of 1968 (Fair Housing Act), and the Americans with Disabilities Act of 1990 (ADA).

Whereas, the City of Butler is a public entity, which has applied for/received Federal funds and is required to comply with these nondiscrimination laws; and

Whereas, the failure to comply with the terms and conditions of Section 504 of the Rehabilitation Act may cause the City of Butler to lose its grant or eligibility for future grants;

Now, therefore, be it resolved by the City of Butler, the following:

Section I. It is the policy of the City of Butler that all programs and activities shall be accessible to, and usable by, qualified persons with disabilities, in accordance with these regulations.

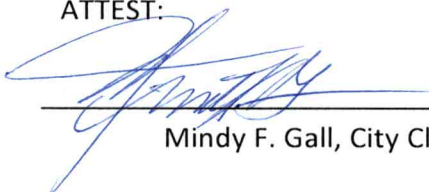
Section II. That the City of Butler shall conduct a self-evaluation involving individuals with disabilities, of its policies, practices, programs and facilities, as well as employment and effective communication practices to determine those areas where discrimination may occur.

Section III. The City of Butler shall, upon completion of the self-evaluation, make revisions, modifications, or other changes so when finances and employment allow, comply with the evaluation in intent of the regulations.


Section IV. Further, the City of Butler shall, where building modifications are required, develop and implement a Transition Plan for eliminating structural barriers in a timely manner in accordance the regulations.

PASSED BY THE COUNCIL of the City of Butler this 24th day of March, 2022.
APPROVED BY THE MAYOR of the City of Butler this 24th day of March, 2022.

ATTEST:



Mindy F. Gall, City Clerk



Robert A. Dandoy, Mayor

(Seal)

City of Butler, Pennsylvania


Policy on Effective Communication

The City of Butler will ensure that applicants, participants, and members of the general public who have disabilities are provided communication access that is equally effective as that provided to people without disabilities. Effective communication will be provided through the provision of auxiliary aids and services upon request.

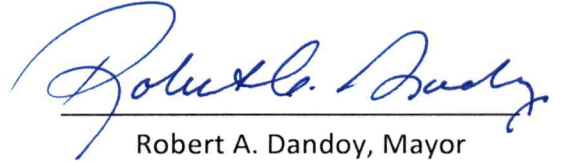
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City of Butler, Pennsylvania

Notice of Nondiscrimination

In accordance with the requirements of Section 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act of 1990 (ADA), as amended, the City of Butler, Butler County, PA, will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The City of Butler does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

Effective Communication: The City of Butler will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the City's programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The City of Butler will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in the City's offices and places of public accommodation, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of the City should contact the the department or agency responsible for that program, service or activity as soon as possible, but no later than 5 business days prior to the scheduled event. The City will attempt to make an effective auxiliary aid or service available even if this deadline is not met.

Neither the ADA nor the Rehabilitation Act requires the City to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Surcharges: The City will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy.

Complaints: Complaints that a program, service or activity of the City is not accessible to persons with disabilities, is failing to provide appropriate auxiliary aids and services or has failed to make reasonable modifications to its policies and procedures to allow participation by individuals with disabilities should be directed to:

The City of Butler's Section 504/ADA Coordinator and CDBG Administrator
Redevelopment Authority of the City of Butler (RACB)
129 West Cunningham Street, Butler, PA 16001
(724) 283-0116 (P) (724) 283-2522 (F)
racb@zoominternet.net

The City has established procedures for filing complaints under Section 504 and the ADA. These procedures are posted in the City Building and on the City's website.