

CHAPTER II - NON-DISCRIMINATION, ADA, AND EEOC GRIEVANCE PROCEDURE

- 2-1 ADA (Americans with Disabilities Act): Rio Grande County does not discriminate against “qualified” individuals with disabilities based on disability in the admission, access, treatment, employment, programs, or activities of the County. (A “qualified” individual with disabilities is “an individual with a disability who meets the skill, experience, education, and other job-related requirements of a position held or desired, and who, with or without reasonable accommodation, can perform the essential functions of the position.”)
- 2-2 EEOC (Equal Employment Opportunity Commission): Rio Grande County abides by EEOC recommendations and does not discriminate against individuals with regard to political affiliation, age, race, ethnicity, national origin, religious creed, sex, gender expression, sexual orientation, or handicap, and with proper regard for their privacy and constitutional rights as citizens.
- 2-3 Grievance Procedure: Rio Grande County has adopted the following grievance procedure providing prompt and equitable resolution of complaints alleging any ADA or EEOC discrimination in programs or activities sponsored by a public entity that is prohibited by federal equal opportunity or discrimination law, or under any state law.

Complaints should be addressed to Rio Grande County Human Resources Director, 925 6th Street, Room 207, Del Norte, CO 81132, 719-657-2744, the designated coordinator of ADA and EEOC compliance efforts.

- 2-3-1 A complaint should be filed in writing, contain the filer’s name and address, and briefly describe the alleged violation.
- 2-3-2 A complaint should be filed within five (5) days after the complainant becomes aware of the alleged violation.
- 2-3-3 An investigation, as may be appropriate, shall follow a filing of a complaint. The investigation shall be conducted by the Human Resource Director and/or the County Attorney, or a qualified outside resource. These procedures comprise informally but thorough investigations affording all interested persons and their representatives, if any, an opportunity to submit evidence relevant to a complaint.
- 2-3-4 A written determination as to the validity of the complaint and a description of the resolution, if any, shall be issued by the Human Resource Director and/or County Attorney and a copy forwarded to the complainant no later than fifteen (15) days after its filing.
- 2-3-5 The ADA coordinator shall maintain the files and records of Rio Grande County relating to any complaints filed.

- 2-3-6 The complainant can request a reconsideration of the case when they are dissatisfied with the resolution. The request for reconsideration should be made within five (5) days to the Rio Grande County Board of County Commissioners.
- 2-3-7 The right of a person to a prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies, such as filing an EEOC or an ADA complaint with the responsible federal department or agency. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies.
- 2-3-8 These rules shall be construed to protect interested persons' substantive rights to meet appropriate due process standards and assure that Rio Grande County complies with EEOC and ADA regulations.