

## **Americans with Disabilities Act Compliance**

Bacon Memorial District Library complies with the Americans with Disabilities Act of 1990, Public Law 101-336 (ADA) [See Appendix 6.10], which prohibits discrimination on the basis of disability. The ADA, as applied to cities, counties, and other local governmental entities, requires that no qualified individual with a disability shall, on the basis of a disability, be denied the benefits of local government services, programs, or activities.

Accordingly, Bacon Memorial District Library WILL:

Take appropriate steps to ensure that communications with applicants, participants, and members of the public with disabilities are as effective as communications with others.

Make reasonable accommodations in policies, practices, or procedures when necessary to avoid discrimination on the basis of disability, unless a fundamental alteration in a local government program would result.

### **HOW TO REQUEST REASONABLE ACCOMMODATIONS**

Persons who need an accommodation in order to receive the benefits of a Bacon Memorial District Library service, program or activity should complete a "Reasonable Accommodation Request Form" or contact the Library Director, Bacon Memorial District Library, 45 Vinewood, Wyandotte, MI 48192 or 734.246.8357.

### **GRIEVANCE PROCEDURE**

Enforcement of this policy is the responsibility of Bacon Memorial District Library staff. Persons who believe they have been discriminated against based on their disability should file a Service Delivery Discrimination Complaint Form, which is an attachment to this policy. Individuals may also file an administrative complaint with the U.S. Equal Opportunities Commission (E.E.O.C.) within 180 days of the date of the alleged discrimination or may file a lawsuit for injunctive relief and damages. Any or all of these methods may be pursued at the same time. Individuals are protected from retaliation or coercion when pursuing their rights or responsibilities under the A.D.A.

### **ATTACHMENTS**

1. How to File a Service Delivery Discrimination Complaint
2. Service Delivery Discrimination Complaint Form
3. Reasonable Accommodation Request Form

## A.D.A. GRIEVANCE PROCESS

### HOW TO FILE A SERVICE DELIVERY DISCRIMINATION COMPLAINT

If you feel that you have been treated differently or denied service because of your disability, you may file a complaint. If you were wrongfully denied services, or if the treatment you received was separate or different from others, or if the program was not accessible to you, it may be discrimination.

You may file a complaint with your service provider, or you may file a complaint with Civil Rights Division. No one may threaten or harass you for making a complaint.

To file a complaint, request a discrimination complaint form by calling the Library Director at 734.246.8357. Send the completed form to the address on the form.

#### Appeal Process

If not satisfied with the response of the Library Director, you may appeal to the Bacon Memorial District Library Board of Trustees, 45 Vinewood, Wyandotte, MI 48192 or 734.246.8357. If still not satisfied, you may file your complaint with the Federal agency described below.

#### FOR FURTHER INFORMATION:

In accordance with Section 35.106 of the ADA's Title II Regulations, All applicants, participants, beneficiaries, and other interested persons are Advised that further information may be obtained from this local government and from the Office on the Americans with Disabilities Act, Civil Rights Division, U.S. Department of Justice, Washington, DC 20035-6118  
800-514-0301 (voice) 800-514-0383 (TTY)

**SERVICE DELIVERY DISCRIMINATION COMPLAINT FORM  
A.D.A GRIEVANCE PROCESS**

**NAME OF COMPLAINANT:**

## ADDRESS

CITY, STATE, ZIP:

**TELEPHONE NUMBER:**

NAME OF THE DEPARTMENT AND/OR EMPLOYEE AGAINST WHOM THE COMPLAINT IS FILED:

DESCRIPTION of the action or treatment which you think was discriminatory. Includes information about who, what, when, where, how, why and the names, addresses and phone numbers of any witnesses, if you know them. You may write this on another sheet of paper if you need more room.

#### DESCRIPTION OF THE RELIEF OR SATISFACTION YOU WANT

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**Signature**

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Date

Send completed form to:  
Library Director, Bacon Memorial District Library,  
45 Vinewood, Wyandotte, MI 48192 734.246.8357

Bacon Memorial District Library  
REASONABLE ACCOMMODATION REQUEST FORM

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_

What service, program or activity does this request concern?

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Date (if applicable)

What accommodation is requested?

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For help in completing this form contact the Library Director, Bacon Memorial District Library, 45 Vinewood, Wyandotte, MI 48192 734.246.8357

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Signature

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Date

Return completed form to Library Director, Bacon Memorial District Library, 45 Vinewood, Wyandotte, MI 48192 734.246.8357