

CITY COUNCIL STUDY SESSION

Update on the City of Bellevue's Americans with Disabilities Act Self-Evaluation and Transition Plan

Blayne Amson, ADA/Title VI Civil Rights Administrator, 452-6168

Joy St. Germain, Director, 452-4581

Human Resources

DIRECTION NEEDED FROM COUNCIL**INFORMATION
ONLY**

This is an update to Council on the progress of the projects recommended in the City's Americans with Disabilities Act (ADA) Self-Evaluation and Transition Plan which was adopted in 2019.

RECOMMENDATION

N/A

BACKGROUND & ANALYSIS

Title II of the Americans with Disabilities Act (ADA) covers state and local governments. It prohibits discrimination based on disability in government programs, services, and activities and requires that these programs, services, and activities be accessible to qualified individuals with disabilities. Access may be provided by making reasonable modifications to programs and services, including, but not limited to, accessible websites, providing resources in alternative formats (e.g., Braille), the installation of curb ramps, and other means of establishing and maintaining an accessible pedestrian and transit network.

Title II also requires agencies with 50 or more employees complete a self-evaluation and transition plan, develop a grievance procedure, designate an ADA coordinator, provide notice of ADA obligations, and provide an opportunity for public comment on the transition plan.

As part of the self-evaluation, the City is required to:

- Identify all its programs, activities, and services.
- Review all the policies and practices that govern the administration of the City's programs, activities, and services.
- Examine each program to determine whether any physical barriers to access exist, including whether individuals with mobility impairments are provided access to public meetings.
- Review its policies and practices to determine whether any have the effect of excluding or limiting the participation of individuals with disabilities in the programs, activities, or services. The self-evaluation should provide justification for any City policy that creates a barrier for people with disabilities that will not be modified.
- Review its policies to assess whether City communications with persons with disabilities are as effective as its communication with persons without disabilities.

- Review its policies for responding to requests for accommodations to ensure such requests are responded to promptly.
- Review its employment practices to assess whether they comply with other applicable nondiscrimination requirements, including Section 504 of the Rehabilitation Act and the ADA regulations issued by the Department of Justice.
- Review its building and construction policies to assess whether construction of each new facility or part of a facility, or alteration of existing facilities, conforms to the standards designated under the Title II regulations.

If the City identifies policies and practices that deny or limit the participation of individuals with disabilities in the City's programs, activities, and services, the City should take immediate remedial action, where possible, to eliminate these barriers and provide full access. Structural modifications that are required for program accessibility should be made as expeditiously as possible.

The City is required to accept comments from the public on its self-evaluation and is strongly encouraged to consult with individuals with disabilities and organizations that represent persons with disabilities to assist in the self-evaluation process. As it is not possible to make every desired change immediately, the self-evaluation recommendations were used as a guide in formulating a transition plan, which identifies high priority actions, costs, and an implementation timeframe.

The City's transition plan should, at a minimum, contain the following:

- A list of the physical barriers in the City's facilities that limit the accessibility of its programs, activities, or services to individuals with disabilities;
- A detailed outline of the methods to be utilized to remove these barriers and make the facilities accessible;
- A schedule for taking any necessary steps to achieve compliance with Title II. If the period for achieving compliance is longer than one year, the plan should identify the interim steps that will be taken during each year of the transition period; and the name of the official responsible for the plan's implementation.

A copy of the transition plan must be made available for public inspection.

In January 2019, following a presentation to Council, the City's Self-Evaluation and Transition Plan was officially adopted. The ADA/Title VI Administrator, together with the ADA Core Team members and their department leadership subsequently created workplans to address specific projects related to the recommendations in the plan. These projects began in 2020.

Councilmembers will receive an update on the amazing progress of the workplans related to the recommendations in the ADA Self-Evaluation and Transition Plan.

POLICY & FISCAL IMPACTS

Policy Impact

This work supports the City's Diversity Advantage Plan and demonstrates compliance with the requirements of Title II of the Americans with Disabilities Act (ADA).

Fiscal Impact

Any costs associated with implementing recommended changes have been covered by the respective departments' existing funds.

OPTIONS

N/A

ATTACHMENTS

N/A

AVAILABLE IN COUNCIL LIBRARY

ADA Self-Evaluation and Transition Plan - 2019