

ADA Non-Discrimination Policy for Contractors

1. Policy Statement:

Val Verde County is committed to ensuring equal opportunity for all qualified individuals with disabilities in its programs, services, and activities. This policy extends to all contractors and subcontractors, who are required to comply with all applicable federal, state, and local non-discrimination laws, including the Americans with Disabilities Act (ADA).

2. Prohibition of Discrimination:

Discrimination against any individual with a disability is prohibited. Contractors will not deny participation in any program, service, or activity, or deny any benefit, because of the individual's disability.

3. Reasonable Accommodation:

- Contractors must provide reasonable accommodations to qualified individuals with disabilities to ensure equal access and opportunity, unless it would impose an undue hardship.
- This includes making reasonable modifications to policies, practices, and procedures to ensure accessibility and usability.
- Examples of accommodations may include providing qualified interpreters, auxiliary aids, or ensuring physical accessibility of facilities and programs.
- The cost of accommodations cannot be placed on the individual with a disability.

4. Accessibility Requirements:

- Contractors must ensure that all facilities, including new construction and alterations to existing facilities, are readily accessible and usable by individuals with disabilities.
- All public-facing programs, services, and activities must be administered in the most integrated setting appropriate to the needs of individuals with disabilities.

5. Complaint Procedure:

- Contractors must have a grievance procedure that provides for prompt and equitable resolution of complaints regarding disability discrimination.

- Information on who to contact with questions or concerns about accommodations should be made available to individuals.
- Contractors are prohibited from coercing, intimidating, or retaliating against any individual for exercising their ADA rights.

6. Subcontractor Compliance:

- Contractors are responsible for ensuring that their subcontractors comply with this policy and all applicable disability non-discrimination laws.