



Town of Yorktown

9312 W Smith St • PO Box 518

Yorktown, IN 47396

765-759-4003p • 765-759-4016f

www.yorktownindiana.org

NOTICE OF NONDISCRIMINATION UNDER THE AMERICANS WITH DISABILITIES ACT AND SECTION 504 OF THE REHABILITATION ACT OF 1973

In accordance with the requirement of Title II of the American with Disabilities Act of 1990 (“ADA”), the Town of Yorktown will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The Town of Yorktown 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 ADA.

Effective Communication: The Town of Yorktown 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 Town of Yorktown programs, services, and activities, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The Town of Yorktown will make all reasonable modification 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 Town of Yorktown offices, even when pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communications, or a modification of policies or procedures to participate in a program, service, or activity of the Town of Yorktown, should contact Erin Hurley, Office Manager, 9312 W. Smith Street, Yorktown, IN 47396, ehurley@yorktownindiana.org, or by calling (765)759-4003, as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the Town of Yorktown to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of the Town of Yorktown is not accessible to persons with disabilities should be directed to Erin Hurley, ADA Coordinator.

The Town of Yorktown 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, such as retrieving items from location that are open to the public but are not accessible to persons who use wheelchairs.





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COMPLAINT PROCEDURE UNDER THE AMERICANS WITH DISABILITIES ACT AND SECTION 504 OF THE REHABILITATION ACT OF 1973

Any person who believes that he or she as a member of a protected class, has been discriminated against based on race, color, national origin, gender, age, disability, religion, low income status, or Limited English Proficiency in violation of Title VI of the Civil Rights Act of 1964, as amended and its related statutes, regulations and directives, Section 504 of the Vocational Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, as amended, the Civil Rights Restoration Act of 1987, as amended, and any other Federal nondiscrimination statute may submit a complaint. A complaint may also be submitted by a representative on behalf of such a person.

It is the policy of the Town of Yorktown to conduct a prompt and impartial investigation of all allegations of discrimination and to take prompt effective corrective action when a claim of discrimination is substantiated.

No one may intimidate, threaten, coerce or engage in other discriminatory conduct against anyone because they have taken action or participated in an action to secure rights protected by the civil rights laws. Any individual alleging such harassment or intimidation may submit a complaint by following the procedure printed below.

Any individual who feels that he or she has been discriminated against may submit a written or verbal complaint. The complaint may be communicated to the Title VI Coordinator or the Town Manager. The complaint should be submitted within 180 days of the alleged discrimination. Complaint forms may be found in the Town Manager's Office at Town Hall. Individuals are not required to use the Town's complaint form. If necessary, the Town will help an individual reduce his or her complaint to writing for his or her signature.

Generally, a complaint should include the name, address, and telephone number of the individual complaining (complainant) and a brief description of the alleged discriminatory conduct including the date of harm. An individual submitting a complaint alleging discrimination may include any relevant evidence, including the names of witnesses and supporting documentation.

**Complaints should be directed to:
ERIN HURLEY, TITLE VI COORDINATOR
PO BOX 518, YORKTOWN, IN 47396
(765)759-4003**

ehurley@yorktownindiana.org

Within 60 days of the receipt of the complaint the Town will conduct an investigation of the allegation based on the information provided and issue a written report of its findings to the complainant. The Town will try to obtain an informal voluntary resolution to all complaints at the lowest level possible.

A complainant's identity shall be kept confidential except to the extent necessary to conduct an investigation. All complaints shall be kept confidential.

These procedures do not deny the right of any individual to file a formal complaint with any government agency or affect an individual's right to seek private counsel for any complaint alleging discrimination.

Complaints may also be filed with the following government agencies:

Indianapolis District EEOC Office
101 West Ohio Street, Ste 1900
Indianapolis, IN 46204
(800) 669-4000 phone
(317) 226-7953 fax
(800) 669-6820 TTY

Indiana Civil Rights Commission
100 N. Senate Ave., Room N103
Indianapolis, IN 46204
(800) 628-2909 phone
(317) 232-6560 fax
(800) 743-3336 hearing impaired