



**City of Santa Monica
Grievance Procedure under the
Americans with Disabilities Act and
Section 504 of the Rehabilitation Act of 1973**

It is the policy of the City of Santa Monica not to discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities. This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act of 1990 ("ADA") and Section 504 of the Rehabilitation Act of 1973 ("Section 504"). It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in the provision of services, activities, programs, or benefits by the City of Santa Monica ("City"). The City's Personnel Policy governs employment-related complaints of disability discrimination. It is against the law to retaliate against anyone who files a grievance or cooperates in the investigation of a grievance.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and location, date, and description of the problem. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint will be made available for persons with disabilities upon request.

The complaint should be submitted by the grievant and/or his/her designee as soon as possible but no later than 60 calendar days after the alleged violation to:

Mirna Medina, ADA/Section 504 Coordinator
PO Box 4050
Santa Monica CA 90411
310-434-2605 TTY: 310-458-8696
ADACoordinator@smgov.net

Within 15 calendar days after receipt of the complaint, the ADA/Section 504 Coordinator, or his/her designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, the ADA/Section 504 Coordinator, or his/her designee will respond in writing, and where appropriate, in a format accessible to the complainant, such as large print, Braille, or audio tape. The response will explain the position of the City and offer options for substantive resolution of the complaint.

If the response by the ADA/Section 504 Coordinator, or his/her designee does not satisfactorily resolve the issue, the complainant and/or his/her designee may appeal

the decision within 15 calendar days after receipt of the response to the City Manager or his/her designee.

Within 15 calendar days after receipt of the appeal, the City Manager or his/her designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, City Manager or his/her designee will respond in writing, and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints received by the ADA/Section 504 Coordinator, or his/her designee, appeals to the City Manager or his/her designee, and responses from these two offices will be retained by the City for at least three years.

The availability and use of this grievance procedure does not prevent a person from filing a complaint of discrimination on the bases of disability with the Department of Justice or the Equal Employment Opportunity Commission

Alternative formats of this document are available upon request by contacting the ADA/Section 504 Coordinator.