

August 16, 2016

Revised October 26, 2021

Gibson County Commissioners

## AMERICAN'S WITH DISABILITIES ACT TRANSITION PLAN

The Americans with Disabilities Act (ADA) of 1990 is a civil rights statute (hereinafter referred to as the Act) that prohibits discrimination against people who have disabilities. Title II of the Act specifically addresses the subject of making public services and public transportation accessible to those with disabilities. With the advent of the Act, designing and constructing facilities for public use that are not accessible by people with disabilities constitutes discrimination.

The Act applies to all facilities, including both facilities built before and after 1990. As a necessary step to a program access plan to provide accessibility under the ADA, state and local government, public entities or agencies are required to perform self-evaluations of their current facilities, relative the accessibility requirements of the ADA. The agencies are then required to develop a Program Access Plan, which can be called a Transition Plan, to address any deficiencies. The requirements of the ADA apply to all public entities or agencies, no matter the size. The transition plan formal procedures as outlined in 28 C.F.R. section 35.150 only govern those public entities with more than 50 employees. The Plan is intended to achieve the following:

- (1) Identify physical obstacles that limit the accessibility of facilities to individuals with disabilities,
- (2) Describe the methods to be used to make the facilities accessible,
- (3) Provide a schedule for making the access modifications, and
- (4) Identify the public officials responsible for implementation of the Transition Plan.

The Plan is required to be updated periodically until all accessibility barriers are removed.

County facilities, programs, services, policies and procedures will be surveyed on an on-going basis, and the plan may be revised in the future to account for changes to County activities. An inventory of sidewalks and curb ramps near County controlled facilities has been completed and a plan has been put in place to make sure that all public ramps to sidewalks are handicap accessible.

This Plan is posted at each County owned facility as well as posted on the County website for review and consideration by the general public. Anyone may submit comments on the accessibility of County programs and facilities by contacting the County's ADA Coordinator/Safety Officer, or his/her designee by phone at 812-385-0734

### **BARRIERS:**

This plan identifies two forms of barriers, physical barriers and programmatic barriers.

Physical Barriers include features such as, but not limited to the following:

1. Curb ramps
2. Paths of entry
3. Doorways
4. Elevators
5. Restrooms
6. Stairways
7. Parking

Programmatic Barriers include, but are not limited to

1. Communications” public meeting, website, telephone”
2. Participation access to services and events
3. Building signage
4. Emergency notifications, alarms and visual signals

#### PHYSICAL BARRIERS

The County is limited in responsibility to the facilities and sidewalks in which they own and control. County Facilities are as follows:

1. Gibson County Courthouse, 101 N. Main St. Princeton IN
2. Gibson County North Annex, 225 N Hart St Princeton IN
3. Gibson County South Annex, 203 S Prince St Princeton IN
4. Gibson County Highway Department CR 350 S Princeton IN
5. Gibson County Jail 112 E. Emerson St. Princeton IN
6. Gibson County Community Corrections
7. Gibson County Animal Services CR 175 E Princeton IN
8. Gibson County Main Street Annex 214 N. Main Street Princeton IN

A self-evaluation of each of the County’s physical facilities has been conducted in combination with the preparation of this plan. A summary of these evaluations are included in this plan. Insufficiencies in the physical features of facilities that diminish the ability of disabled persons to benefit from the County, programs, services or activities are identified. A correction plan or other course of action is noted for each insufficiency, along with a schedule for completion of the correction.

## **Model Standards**

Each of the County's facilities were assessed to the standards set forth in the **ADA Accessibility Guidelines for Buildings and Facilities (ADAAG) and PROWAG**

### **Criteria for Determining Priority of Corrections to Insufficiencies**

1. Nature of services or programs offered: Some services are only offered at a particular facility or site.
2. Facility already in compliance: Some facilities were constructed or underwent major renovation after the effective date of the ADA
3. Public and Staff input: Input gathered from the member of the disabled community and Staff
4. Public use: The population served by a particular service or program and whether the public can obtain service from an alternative County Location.
5. Current state of accessibility: The current condition of each facility in term of barriers removed already or planned to be removed as identified by the County.
6. Cost: The cost of alternatives to physical barrier removal verses the cost of an alternative corrective action plan.

## **PROGRAMMATIC BARRIERS**

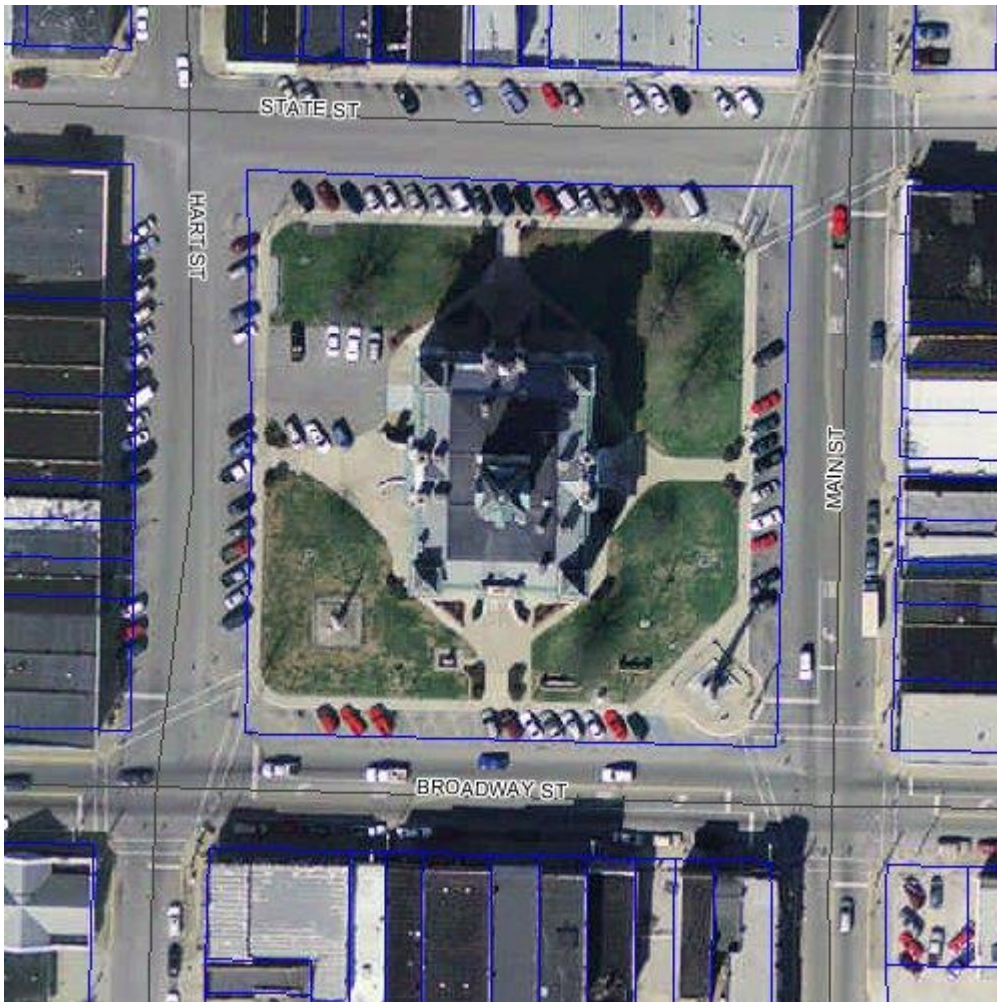
The County recognizes not all barriers to the County's programs, services and activities are physical in nature, other administrative barriers exists that must be addressed to provide complete government services to those who are disabled.

## **COMMUNICATION**

The County's plan incorporates steps to ensure that communications with people with disabilities are as effective as communications with others, as required by 28 C.F.R 35.160. Effective communication means that whatever is written or spoken must be as clear and understandable to people with disabilities as it is for people who do not have disabilities.

**INTERNET**

The County' plan incorporates step to ensure that communication through the County's website be accessible to those of the disabled community



**GIBSON COUNTY COURTHOUSE**

**101 N Main St. Princeton, IN**

LOCATION	IDENTIFIED ISSUE	ADAAG SPECIFICATION	PRIORITY	CORRECTIVE ACTION	FINALIZED DATE	ESTIMATED COST OF IMPROVEMENT
SIDEWALK AROUND Court house	Bushes grown over sidewalk	4.3.3	high	Trim back bushes	5/12/2021	\$0.00 in house improvement
SIDEWALK AROUND Court house	No detectable warnings at 4 curb ramp corners of Courthouse sidewalks	4.7.7	high	Install raised dome pads	TBD	\$1500
Men’s restroom	No insulation on lav. drain	4.19.4	high	Install insulation	10/29/2021	\$225
Women’s restroom	No insulation on Lav. drain	4.19.4	high	Install insulation	10/29/2021	\$225

Updates 8/16/2016-11/1/2021:

All bushes have been removed over growing

Insulation has been installed on Men’s and Women’s restroom lavatory drains and water lines.

**GIBSON COUNTY NORTH ANNEX**

**225 N Hart St. Princeton, IN**

LOCATION	IDENTIFIED ISSUE	ADAAG SPECIFICATION	PRIORITY	CORRECTIVE ACTION	FINALIZED DATE	ESTIMATED COST OF IMPROVEMENT
Sidewalk on east and North side of building	No detectable warnings at curb ramps	4.7.7	high	Install raised dome pads	TBD	\$3000

**GIBSON COUNTY JAIL/COMMUNITY CORRECTIONS**

**103 E Emerson St. Princeton, IN**

LOCATION	IDENTIFIED ISSUE	ADAAG SPECIFICATION	PRIORITY	CORRECTIVE ACTION	FINALIZED DATE	ESTIMATED COST OF IMPROVEMENT
Side walk around jail	No detectable warning at curb ramps	4.7.7	High	Install raised dome pads	TBD	\$9000

**GIBSON COUNTY SOUTH ANNEX**

**203 S. Prince St. Princeton, IN**

LOCATION	IDENTIFIED ISSUE	ADAAG SPECIFICATION	PRIORITY	CORRECTIVE ACTION	FINALIZED DATE	ESTIMATED COST OF IMPROVEMENT
Ramp to Health Dept. entrance	Slope not to ADA specs.	4.8.2	Low	Construct a new ramp	TBD	\$2500
Public Restrooms on health dept. floor	Restroom are not to ADA specs	4.23	Low	Remodel restrooms to meet ADA standards	August 2018	

Updates 8/16/2021-11/1/2021

Public restroom remodeled to ADA standards.

**GIBSON COUNTY HIGHWAY DEPARTMENT**

**1797 E. 350 S. Princeton, IN**

<b>LOCATION</b>	<b>IDENTIFIED ISSUE</b>	<b>ADAAG SPECIFICATION</b>	<b>PRIORITY</b>	<b>CORRECTIVE ACTION</b>	<b>FINALIZED DATE</b>	<b>ESTIMATED COST OF IMPROVEMENT</b>
NONE						

**Gibson County Main Street Annex**

**214 North Main Street Princeton, IN**

**Notes:**

**Building is not in ADA compliance**

**Building is not used by public**

**Maintenance office and Weights and Measures office to be moved out of building to new Probation building when complete. Estimate of completion Spring 2023.**

# **Gibson County Commissioners Grievance Procedure under The Americans with Disabilities Act**

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act of 1990 ("ADA"). 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 **Gibson County Commissioners**. The **County's** Personnel Policy governs employment-related complaints of disability discrimination.

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:

**Andy Schafer**  
**ADA Coordinator/Safety director/Maintenance director**

**225 N. Hart St.**  
**Princeton, IN 47670**

Within 15 calendar days after receipt of the complaint, **Andy Schafer** or **his** designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, **Andy Schafer** or **his** 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 **Gibson County Commissioners** and offer options for substantive resolution of the complaint.

If the response by **Andy Schafer** or **his** 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 **County Commissioners** or **Their** designee.

Within 15 calendar days after receipt of the appeal, the **County Commissioners** or **Their** designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the **County Commissioners** or **Their** 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 **Andy Schafer** or **his** designee, appeals to the **County Commissioner** or **Their** designee, and responses from these two offices will be retained by the **Gibson County Commissioners** for at least three years.



**Gibson County Commissioners**

**ADA Grievance Form**

**Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone Number:** \_\_\_\_\_

**Email Address:** \_\_\_\_\_

**Location of Problem:** \_\_\_\_\_

**Date Noticed:** \_\_\_\_\_

**Description of Problem:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Please attach additional pages if needed.**

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

Andy Schafer "ADA coordinator"

225 N. Hart St.

Princeton, IN 47670

**GIBSON COUNTY COMMISSIONERS**  
**NOTICE OF NONDISCRIMINATION UNDER**  
**THE AMERICANS WITH DISABILITIES ACT AND**  
**SECTION 504 OF THE REHABILITATION ACT OF 1973**

*The Gibson County Commissioners are committed to the nondiscrimination of individuals on the basis of disabilities in access to services, employment, activities, programs or benefits provided by the County.*

*Upon request, the Commissioners will make every attempt to provide appropriate auxiliary aids and services to facilitate effective communication for qualified persons with disabilities so that they have an equal opportunity to obtain the same result, to gain the same benefit or to reach the same level of achievement as provided to others. These good faith efforts can include but not limited to products and services to make communication accessible to those with speech, hearing or vision impairments.*

*Upon request, the Commissioners will make reasonable modifications to policies and programs to ensure qualified individuals with disabilities have an equal opportunity to enjoy its programs and activities. The County is not required to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.*

*The Commissioners will not place a surcharge on individuals with disabilities to cover costs of providing auxiliary aids, services or reasonable modifications to its policies.*

*Inquires or complaints regarding Section 504 or the ADA should be directed to Andy Schafer, ADA/504 Coordinator, 225 N. Hart Street Princeton, IN 47670, 812-385-0734, [aschafer@gibsoncounty-in.gov](mailto:aschafer@gibsoncounty-in.gov). The County will investigate all complaints in accordance with the County's ADA Grievance procedure and take the appropriate actions to resolve the complaint.*



Andy Schafer

ADA/504 Coordinator

Revised 11/1/2021



Warren Fleetwood

President Gibson County Commissioners





