

City of East Wenatchee
Policy for Compliance Regarding
Americans with Disabilities Act of 1990 and
Section 504 of the Rehabilitation Act of 1973



Resolution 2014-05

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1. Alternate Format.

- 1.1. Para leer este documento en otro formato (español, Braille, leer en voz alta, etc.), póngase en contacto con el vendedor de la ciudad al alternatformat@east-wenatchee.com, al (509) 884-9515 o al 711 (TTY).
- 1.2. To read this document in an alternate format (Spanish, Braille, read aloud, etc.), please contact the City Clerk at alternateformat@east-wenatchee.com, at (509) 884-9515, or at 711 (TTY).

2. Subject Title.

Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973 Compliance.

3. Purpose.

The City wishes to reaffirm its policy and practice that its physical facilities, programs, services, and activities are accessible to members of the public, including qualified individuals with disabilities.

4. Organization Affected.

- 4.1. Americans with Disabilities Act (ADA) – All City Departments, Divisions, Offices and Agencies.
- 4.2. Section 504 of the Rehabilitation Act of 1973 – City departments receiving federal funding for specified programs, services and activities.

5. References.

- 5.1. Americans with Disabilities Act of 1990 (ADA).
- 5.2. Section 504 of the Rehabilitation Act of 1973, as amended (Section 504).
- 5.3. Chapters 2.42, 49.60, and 70.84 of the Revised Code of Washington (RCW).
- 5.4. Washington State Building Code: International Building Code as adopted by the City.
- 5.5. Regulations promulgated under Section 504 include those by the U.S. Departments of Agriculture (7 CFR 156), Education (34 CFR 104), Health and Human Services (45 CFR 84), Justice (28 CFR 42), Interior (43 CFR 17), Housing and Urban Development (24 CFR 8), Labor and Transportation (49 CFR 27) implementing the ADA and Section 504 Requirements.
- 5.6. Regulations promulgated by Washington State agencies implementing state disability non-discrimination laws.

6. Definitions.

- 6.1. Barrier-free design: Design that gives users the opportunity for movement without restriction. By using principles of barrier-free design, people with disabilities can participate fully and avail themselves equally of the opportunities to benefit from City programs and services.

- 6.2. Disability Transition Plan for Physical Facilities: A written plan updated annually which outlines identified physical barriers and a schedule of activities to remove those barriers and improve program accessibility. By definition, a transition plan must contain:
- 6.2.1. Identify physical barriers that limit accessibility to city programs, activities and services;
 - 6.2.2. Outline of the methods the City will use to remove the barriers and make the facility more accessible;
 - 6.2.3. The schedule for the necessary steps to achieve improved compliance; and
 - 6.2.4. The name of the management staff responsible for the plan's implementation.
- 6.3. Overall Program Accessibility: The ADA requires that programs as a whole be accessible to people with disabilities, and requires the City to account how the program's elements work together as a whole and how services are delivered.
- 6.4. Qualified individual with disability: An individual with a disability who meets the essential eligibility requirements for the receipt of services or the participation in program or activities provided to the public by the City, with or without reasonable modifications to rules, policies, or practices, the removal of architectural or communication barriers, or the provision of auxiliary aids and services. (Section 504 of the Rehabilitation Act of 1973, as amended, 42 U.S.C. Section 12131 et seq., 28 CFR Part 35, the Americans with Disabilities Act of 1990, and RCW 49.60).
- 6.5. Self-evaluation: The evaluation of policies, practices, and physical features to identify potential barriers to accessibility and corrective actions to reduce or eliminate those barriers.
- 6.6. Usability: Within facilities constructed before Congress passed the ADA, some architectural elements may not meet current codes and requirements for accessibility. If a barrier to access by people with disabilities does not result, the facility is usable and complies with this policy. In other cases, though requirements of the applicable laws, codes, and regulations have been met, a barrier may exist to a qualified individual with a disability. In such cases, it may be necessary to modify the element in the facility to make the facility usable by qualified individuals with disabilities providing that such change and/or alteration do not result in an undue financial burden.

7. Policies.

- 7.1. As required by Title II of the ADA, the ADA's implementing regulations, Section 504, WAC 51-50, and RCW 49.60 (collectively called the "disability non-discrimination laws"), no qualified individual with a disability will, on

the basis of such a disability, be subjected to discrimination or be excluded from participation in, or denied benefits of the services, programs, activities or physical facilities which the City provides to the public.

- 7.2. All City departments and employees must comply with the provisions of the disability non-discrimination laws regarding access applicable to programs, activities, services, and physical facilities.
- 7.3. To the extent possible, the City will ensure that physical facilities are usable by qualified individuals with disabilities. Where physical facilities cannot be made usable, overall program accessibility must be ensured by alternate means.
- 7.4. Physical facilities owned by City must comply with the applicable regulations on barrier-free design and physical accessibility.
- 7.5. If the City constructs new facilities, the facilities must comply with applicable regulations on barrier-free design and physical accessibility.
- 7.6. If the City renovates existing facilities, the renovated facilities must comply with applicable regulation on barrier-free design and physical accessibility.
- 7.7. The City will hold public meetings at accessible locations and in such a manner that qualified people with disabilities are able to fully participate.
- 7.8. The City may not discriminate against qualified people with disabilities in participation on boards, commissions, or on advisory and planning committees.
- 7.9. All City offices and programs are accessible to users of TTYs (teletypewriters) by using the Washington Relay Service.
- 7.10. The City must provide written notice on all documents distributed to the public on how to request alternate formats. At a minimum, the notice must state, "For alternative formats, contact the City of East Wenatchee City Clerk – 271 9th St. NE, East Wenatchee, WA (509) 884-9541; 711 (TTY) email: alternativeformat@east-wenatchee.com.
- 7.11. The City will afford individuals with disabilities accompanied by service animal's access to all City facilities, programs, services, and activities as are open to other members of the public, unless the service animal's presence or behavior creates a fundamental alteration to the program or service being provided or presents a direct threat to safety. In addition, as a matter of policy, not compliance, the City will afford access to individuals and their accompanying services animals-in-training subject to the conditions and limitations established by law and applicable to individuals with disabilities and their service animals.
- 7.12. Upon advance request, the City will take reasonable steps to furnish appropriate auxiliary aids and services (e.g., assistive listening devices, sign language interpreters, Braille) to afford a qualified individual with a

disability an equal opportunity to participate in and enjoy the benefits of the City's services, programs, activities, and physical facilities. Primary consideration will be given to the requests of the qualified individual with a disability unless another equally effective accommodation is available, or the use of the means requested would result in a fundamental alteration of the service, program, and activity or in undue financial or administration burden.

- 7.13. All City contractors, except contractors providing tangible goods, must comply with Section 504/ADA Disability Assurance of Compliance, unless an accessibility waiver is obtained.
- 7.14. All City departments administering Section 504 contracts whereupon the contractor, other than another government entity, provides programs, services, or activities to the public, must require the contractor to comply with the Section 504/ADA requirements applicable to governments. The contracting City department must monitor respective contracts for compliance with Section 504/ADA.
- 7.15. The City will follow the procedure outlined in this Policy for prompt and equitable resolution of grievances alleging discrimination on the basis of disability in the City's provision of programs, services, and activities, and access to physical facilities.

8. Responsibilities.

- 8.1. The Mayor's Office is responsible for ensuring the City's compliance with disability non-discrimination laws regarding access. Under the law, the City is required to have at least one designated ADA coordinator. The Mayor is instructed to appoint an ADA Coordinator to facilitate the City's efforts to comply with disability non-discrimination laws regarding access.
- 8.2. Department heads and elected officials must cooperate with the ADA Coordinator to ensure compliance with the requirements of disability non-discrimination laws regarding access, and with this policy and related procedures. Compliance-related activities include documenting:
 - 8.2.1. Disability accessibility accommodations made within their departments;
 - 8.2.2. Participation in the evaluation of programs, services, activities, and physical facilities to identify potential barriers to accessibility;
 - 8.2.3. The preparation of necessary Disability Corrective Action Plans and/or Disability Transition Plans; and
 - 8.2.4. The coordination of budget approval to implement such plans.
 - 8.2.5. The ADA Coordinator will provide technical assistance to City personnel on disability access issues.
 - 8.2.6. The ADA Coordinator must establish and implement internal

grievance procedures to receive and resolve grievances from the public alleging non-compliance with disability non-discrimination laws regarding access.

8.2.7. The ADA Coordinator must also develop such other policies and procedures necessary to improve accessibility of programs, services, activities, and physical facilities of City government.

9. ADA Grievances – Complaint Procedure

9.1. City of East Wenatchee Grievance Procedure – Purpose – The grievance procedure established herein addresses concerns regarding Title II of the ADA and Section 504 of the Rehabilitation Act of 1973, as it applies to City programs, services and activities. The grievances procedure may be used to file a complaint alleging:

9.1.1. Policies of the provision of services, activities, programs, or benefits provided by City.

9.1.2. Discrimination of Section 504 of the Rehabilitation Act of 1973.

9.1.3. Structural and parking accessibility issues on City owned or controlled property.

9.1.4. Note: The City will investigate employee complaints as required by applicable labor contracts and the City's *Manual of Personnel Policies and Procedures*.

9.2. Complaint Procedure and Format.

9.2.1. A complaint should be in writing and should contain the following information: Complainant's name, address, email address, phone number; date and location of alleged incident of discrimination; and a description of the alleged incident of discrimination. Upon request, the City will make alternative means of filing complaints, such as personal interviews or a tape recording of the complaint, available to a person with disability.

9.2.2. A complaint form has been developed and is attached to this Policy. The form will be made available on the City's website and at the Mayor's Office at City Hall, 271 9th St. N.E., East Wenatchee, WA 98802.

9.3. Complaint Filing.

9.3.1. A complainant should submit the complaint as soon as possible but no later than 30 calendar days after the alleged incident.

9.3.2. A complaint may be mailed to the City at the following address:
ADA Coordinator, East Wenatchee City Hall, 271 9th St. N.E. East Wenatchee, WA 98802.

9.3.3. A complaint may be sent to the City at the following email address:
adaordinator@east-wenatchee.com.

9.4. Complaint Review

9.4.1. Within 30 calendar days after receipt of the complaint, the ADA Coordinator will contact the complainant to discuss the complaint and the possible resolutions.

9.4.2. Within 30 calendar days of the contact, the ADA Coordinator will respond in writing, and where appropriate, in a format accessible to the complainant. The response will explain the position of City and offer options for substantive resolution of the complaint.

9.5. Complaint Review Process.

9.5.1. If the response by the ADA Coordinator does not satisfactorily resolve the issue, the complainant may appeal the decision of the ADA Coordinator within 15 calendar days after receipt of the response to the Mayor.

9.5.2. Within 15 calendar days after receipt of the appeal, the Mayor will meet with the complainant to discuss the complaint and possible resolutions.

9.5.3. Within 15 calendar days after the meeting the Mayor will respond in writing, and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint. The Mayor may utilize mediation to resolve complaints.

9.6. Complaint Retention.

9.6.1. The City will keep all complaints received by the ADA Coordinator, all appeals to the Mayor, all responses from the ADA Coordinator, and all responses by the Mayor for at least three years.

10. Section 504 – Compliance (Federal Grants).

10.1. Section 504 of the Rehabilitation Act of 1973 seeks to ensure that entities receiving federal funding or grants do not discriminate against persons with disabilities. Periodically, the City receives federal funding to support its programs, services and activities.

10.2. 24 CFR PART 8 – SECTION 504 – “No otherwise qualified individual with a disability in the United States shall, solely by reason of his or her disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program, service of activity receiving Federal financial assistance or under any program or activity conducted by any Executive agency or by the United States Postal Service”.

11. Section 504 – Recipient Defined.

11.1. Regulations define “recipient” as any State or its political subdivision, any instrumentality of a State or its political subdivision, any public or private agency, institution, organization, or other entity, or any

person to which Federal financial assistance is extended for any program or activity directly or through another recipient, including any successor, assignee, or transferee of a recipient, but excluding the ultimate beneficiary of the assistance. An entity or person receiving housing assistance payments from a recipient on behalf of eligible families under a housing assistance payments program or a voucher program is not a recipient or sub-recipient merely by virtue of receipt of such payments [24 CFR 8.3].

12. Section 504 – Coverage.

- 12.1. Section 504 covers all programs, services and activities of recipients of federal assistance, including, for example:
 - 12.1.1. Outreach and public contact, including contact with program applicants and participants.
 - 12.1.2. Eligibility criteria.
 - 12.1.3. Application process.
 - 12.1.4. Admission to the program.
 - 12.1.5. Tenancy, including eviction.
 - 12.1.6. Service delivery.
 - 12.1.7. Employment policies and practices.

13. Section 504 – Prohibitions against Discrimination.

- 13.1. To guarantee the opportunity to participate, Section 504 prohibits a recipient from denying a qualified individual with disabilities the opportunity to participate in, or benefit from, the housing, aid, benefit, or service.
- 13.2. To guarantee equality of benefits, Section 504 prohibits a recipient from failing to afford a qualified individual with disabilities the opportunity for equal participation and benefit.
- 13.3. To guarantee equality of opportunity, Section 504 prohibits a recipient from failing to provide a qualified individual with disabilities a program or service that affords the same opportunity to benefit as that afforded others.
- 13.4. To guarantee no unnecessary difference or separateness, Section 504 prohibits a recipient from providing different or separate housing, aid, benefits or services on the basis of disability unless providing such is necessary to provide housing or benefits that are as effective as that provided to persons without disabilities.
- 13.5. To guarantee no assistance to entities that discriminate, Section 504 prohibits significant assistance to an agency, organization or person that discriminates on the basis of disability in any aspect of a federally

assisted activity.

- 13.6. To guarantee an opportunity to serve on boards, Section 504 prohibits a recipient from denying a qualified individual with disabilities the opportunity to participate as a member of planning or advisory boards.
- 13.7. To guarantee no denial of right to a dwelling, Section 504 prohibits a recipient from denying a dwelling to an otherwise qualified buyer or renter because of a disability of that buyer or renter or another prospective tenant.
- 13.8. To guarantee no discriminatory limitation of benefits, Section 504 prohibits a recipient from Limiting in any other manner a qualified individual with disabilities in the enjoyment of any right, privilege, advantage, or opportunity afforded to others.
- 13.9. To guarantee integrated settings, Section 504 prohibits a recipient from Providing programs or services to qualified individuals with disabilities in settings that are unnecessary separate, segregated or restricted.

14. Section 504 – City Responsibilities.

- 14.1. To comply with Section 504 on federally funded projects administered by the City, it must:
 - 14.1.1. Appoint a Section 504 coordinator.
 - 14.1.2. Take steps to ensure effective communication with applicants, beneficiaries, and members of the public. [24 CFR 8.6]
 - 14.1.3. Take steps to ensure that employment activities, including job announcements, recruitment, interviews, hiring, work assignments, promotions and dismissals, do not discriminate on the basis of disability. [24 CFR 8.10 – 8.13]
 - 14.1.4. Ensure that all non-housing programs are operated in a manner that does not discriminate on the basis of disability and that new construction and alterations of non-housing facilities are made accessible in accordance with applicable standards. [24 CFR 8.21]
 - 14.1.5. Operate existing housing programs in a manner that does not discriminate on the basis of disability, and take steps, as needed, to ensure that existing housing programs are readily accessible to and usable by persons with disabilities. Develop and implement a transition plan to assure compliance. [24 CFR 8.24]
 - 14.1.6. Provide reasonable accommodations which may be necessary for a person with a disability to use or participate in the program, service or activity; unless the recipient can demonstrate that the accommodation will result in an undue financial and administrative burden or a fundamental alteration in the nature of the program, service or

activity. A reasonable accommodation is an adaptation or modification to a policy, program, service, or workplace which will allow a qualified person with a disability to participate fully in a program, take advantage of a service, or perform a job. Reasonable accommodations may include, but are not limited to, adjustments or modifications to buildings, facilities, dwellings, and may also include provision of auxiliary aids, such as readers, interpreters, and materials in accessible formats. [24 CFR 8.4, 8.11,8.20, 8.21, 8.24, 8.25, 8.33]

14.1.7. Pay for a reasonable accommodation needed by the individual (e.g., a ramp to a unit) unless providing that accommodation would be an undue financial and administrative burden or a fundamental alteration of the program. [24 CFR 8.4,8.11, 8.20, 8.21, 8.24, 8.25, 8.33]

14.1.8. Ensure that all new construction of housing facilities is readily accessible to and usable by person with disabilities, and meets the requirements of applicable accessibility standards. [24 CFR 8.22 and 8.32] Ensure that substantial alterations, when undertaken, meet the requirements for new construction. [24 CFR 8.23(a)] Ensure that all other alterations, to the maximum extent feasible, meet the requirements of the applicable accessibility standards. [24 CFR 8.23(b)]

14.1.9. Conduct any required needs assessments (for recipients who are public housing agencies) to determine the extent to which the housing needs of persons with disabilities are being met in the recipient's program and in the community. [24CFR 8.25]

14.1.10. Distribute accessible dwelling units throughout projects and sites and make such units available in the same ranges of sizes and amenities to provide housing choices for persons with disabilities that are the same as those provided by others. [24 CFR 8.26]

14.1.11. Adopt suitable means to ensure persons with disabilities are made aware of the availability of accessible units and to maximize use of accessible units by individuals needing the features of these units. [24 CFR 8.27]

14.1.12. Conduct any required self-evaluations of programs, services, and activities to determine if they are programmatically and physically accessible to persons with disabilities, and involve persons with disabilities in these evaluations. [24 CFR 8.51]

14.1.13. Recipients with 15 or more employees – designate an employee to ensure the recipients' programs, services and activities meet the requirements of Section 504; adopt a grievance procedure to effect due process standards and prompt and equitable resolutions of complaints. [24 CFR 8.53]

14.1.14. Recipients with 15 or more employees – notify participants,

beneficiaries, applicants and employees of their nondiscriminatory provisions. [24 CFR 8.54]

- 14.1.15. Maintain records and reports of efforts to meet the requirements of Section 504, and keep these records on file so that they are available if a complaint is filed, or if {a Federal compliance office} conducts a compliance review. [24 CFR 8.55]

15. Section 504 – Section 504 Coordinator Responsibilities.

- 15.1. Assure that the City complies with all grant requirements through developing, implementing and monitoring processes.
- 15.2. Creates and insures that appropriate communication of complaint procedures for the public, employees and service recipients are posted or made known.
- 15.3. Creates and implements effective communication mechanisms to acquaint participants, beneficiaries, applicants and employees of rights under all grants.
- 15.4. Assures that sub-recipients comply with all grant requirements and that sub-recipients have complaint and compliance procedures in place.
- 15.5. Investigate complaints filed under Title VI of the Civil Rights Act of 1964 as amended, Section 504 of the Rehabilitation Act of 1973, Civil Rights Restoration Act of 1987, and the Americans with Disabilities Act of 1990, relating to any program or activity administered by City, as well as to sub-recipients, consultants and contractors.
- 15.6. Serves as the department liaison with grantor agencies on compliance issues including on-site compliance monitoring activities.
- 15.7. Works with the ADA Coordinator as needed when grant requires ADA compliance.
- 15.8. Maintain all related files and reports.

16. Section 504 – ADA Coordinator Responsibilities.

- 16.1. The ADA Coordinator will assist the 504 Coordinator with ADA compliance issues pursuant to Federal grant compliance requirements. Responsibilities include but may not be limited to:
 - 16.1.1. Direct complaints and inquiries regarding grants to the appropriate City departments.
 - 16.1.2. Assist the Section 504 Coordinator with complaints and investigations regarding alleged non-compliance of grant mandates.
 - 16.1.3. Prepare ADA accessible surveys for inspections.
 - 16.1.4. Assist with ADA inspections when requested.
 - 16.1.5. Serve as a resource on ADA issues

17. Section 504 – Contractor Assurance of Compliance.

17.1. Contractors, sub-contractors and entities participating in Section 504 programs will be required to show compliance with the ADA and Section 504 regulations. The City has established a recording procedure for all Section 504 contractor participants. Assurance of compliance documentation will be required. Documentation includes:

- 17.1.1. Section 504 of the Rehabilitation Act of 1973 & ADA – General information.
- 17.1.2. ADA Self-Evaluation Questionnaire.
- 17.1.3. Checklist for Readily Achievable Barrier Removal.
- 17.1.4. Assurance of Compliance Form.
- 17.1.5. Corrective Action Plan.
- 17.1.6. Notice to Program Applicants.

18. Section 504 – Notice to Participants and Applicants of Program.

Where possible, the Section 504 Coordinator will distribute and post (or have posted) a notice to applicants and participants, that the program, service or activity is federally funded and must meet the mandates of Section 504.

19. Section 504 – Complaint Procedures

19.1. The City has adopted an internal grievance procedure providing for a prompt and equitable resolution of complaints alleging any action prohibited by the U.S. Department of Housing and Urban Development regulations (24 CFR Subpart A Sec. 8.4(a) implementing Section 504 of the Rehabilitation Act of 1973 as amended (29 USC 794).

19.2. Section 504 states, in part that “No otherwise qualified handicapped individual shall, solely by reason of his/her handicap, be excluded from the participation in, denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.

19.3. It is the policy of the City of East Wenatchee not to discriminate on the basis of disability. The following grievance procedure applies to complaints related to Section 504 compliance.

19.3.1. Complaints should be addressed to the following person who has been designated as the Section 504 Coordinator for compliance efforts:

Devin Poulson, 504 Coordinator,
271 9th Street NE,
East Wenatchee WA, 98802

19.3.2. A complaint must be filed with the Section 504 Coordinator within 30 days after the complainant becomes aware of the alleged violation.

- 19.3.3. If possible, the complaint should be submitted in writing. If the individual's disability precludes submission in a written format, arrangements may be made to submit a verbal complaint by contacting the Section 504 Coordinator. The complaint must identify the name and address of the person filing it as well as explaining the problem or action alleged to be discriminatory and the remedy or relief sought.
- 19.3.4. An investigation, as may be appropriate, will follow a filing of a complaint. The Section 504 Coordinator (or his/her designee) will conduct an investigation of the complaint. This investigation may be informal, but it must be thorough, affording all interested persons an opportunity to submit evidence relevant to the complaint.
- 19.3.5. The Section 504 Coordinator will issue a written decision on the grievance no later than 30 days after its filing. The written determination will address the validity of the complaint and a description of resolution, if any.
- 19.3.6. The complainant may appeal the decision of the Section 504 Coordinator by writing to the Mayor within 15 days of receiving the Section 504 Coordinator's decision. The Mayor must issue a written decision in response to the appeal no later than 30 days after its filing.
- 19.3.7. The Section 504 Coordinator will maintain the files and records of the City of East Wenatchee relating to such grievances for a period of three years.
- 19.3.8. The City of East Wenatchee will make appropriate arrangements to ensure that disabled persons are provided other accommodations, if needed, to participate in this grievance process. Such arrangements may include, but are not limited to, providing interpreters for the deaf, providing taped cassettes of material for the blind, or assuring a barrier-free location for the proceedings. The Section 504 Coordinator will be responsible for such arrangements.
- 19.3.9. These rules will be construed to protect the substantive rights of interested persons, to meet appropriate due process standards and assure that the City of East Wenatchee complies with Section 504 and HUD regulations.
- 19.3.10. The right of a person to a prompt and equitable resolution of the complaint filed hereunder will not be impaired by the person's pursuit of other remedies such as the filing of a Section 504 complaint with the U.S. Department of Housing and Urban Development. Utilization of this

grievance procedure is not a prerequisite to pursuing of other remedies.

19.3.11. Persons with disabilities who believe they have been subjected to discrimination prohibited by Section 504 may file a complaint with the City of East Wenatchee 504 Coordinator, the U.S. Department of Housing and Urban Development or with the U.S. Department of Justice. If the complaint alleges discrimination in housing, a person may file a complaint with the U.S. Department of Housing and Urban Development. To file a complaint alleging discrimination, contact should be made with:

City of East Wenatchee
Office of the Mayor
271 9th St. N.E.
East Wenatchee, WA 98802

U.S. Department of Justice
950 Pennsylvania Avenue N.W.
Civil Rights Division, Disability Rights – NYAVE
Washington D.C. 20530

Fair Housing HUD
U.S. Department of Housing and Urban Development
Seattle Federal Office Building
909 First Avenue, Room 205
Seattle, WA 98104-1000

20. Forms and Documents.

The listed forms and documents are available on the City’s website at east-wenatchee.com and through the Office of the Mayor:

- Notice Under the Americans with Disabilities Act
- Section 504 of the Rehabilitation Act Notice
- Title II of the Americans with Disabilities Act (ADA) Section 504 of the Rehabilitation Act of 1973 Discrimination Complaint Form
- City of East Wenatchee Employee Reasonable Accommodation Policy
- City of East Wenatchee Employee Request for Reasonable Accommodation form
- City of East Wenatchee Citizen Request for Reasonable Accommodation form
- Section 504 – Model Self-Evaluation Checklist
- Section 504 – HUD, UFAS Accessibility Checklist
- Transition Plan