

Office of Administration

Grievance Procedure under the Americans with Disabilities Act

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act ("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 Office of Administration. The Office of Administration's personnel policies govern 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 or his designee as soon as possible but no later than 60 calendar days after the alleged violation to:

Aaron Hart, Human Resources Director/ADA Coordinator

Office of Administration

301 West High St., Truman Building, Room 430, Jefferson City, MO 65109

Within 15 calendar days after receipt of the complaint, the Human Resources Director/ADA Coordinator or his designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, the Human Resources Director/ADA Coordinator 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 Office of Administration and offer options for substantive resolution of the complaint.

If the response by the Human Resources Director/ADA Coordinator or his designee does not satisfactorily resolve the issue, the complainant may appeal the decision within 15 calendar days after receipt of the response to the Deputy Commissioner/General Counsel or his designee.

Within 15 calendar days after receipt of the appeal, the Deputy Commissioner/General Counsel or his designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the Deputy Commissioner/General Counsel or his 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 Human Resources Director/ADA Coordinator or his designee, appeals to the Deputy Commissioner/General Counsel or his designee, and responses from these two offices will be retained by the Office of Administration for at least three years.