

CITY OF OPELIKA
AMERICANS WITH DISABILITIES ACT
FACT SHEET

The purpose of the City of Opelika is to improve the quality of life of all the citizens of Opelika, through the improvements of community services, the planned growth of the area and the development of business and industry in a manner that preserves and/or enhances the physical and economic wellbeing of the City.

In keeping with this, the City of Opelika fully supports and complies with the Americans with Disability Act (ADA). The following procedures are in place at the City of Opelika to assist anyone with needs or reasonable accommodations and/or with general concerns covered by the ADA.

Policy on Non-discrimination of the basis of Disability

The City of Opelika does not discriminate on the basis of disability in the admissions or access to its programs or activities. An ADA Coordinator has been designated to coordinate the compliance with the non-discrimination requirements contained in the Department of Justice regulations implementing Subtitle A of Title II of the Americans with Disabilities Act (42 U.S.C. 12131), which prohibits discrimination on the basis of disability by public agencies.

QUALIFIED DISABLED EMPLOYEES:

1. As an employee, you are encouraged to make an informal request to your immediate supervisor and/or department head for any accommodations you may require to be successful on the job.

The supervisor or department head will then notify the City's ADA Coordinator of the accommodations request. The ADA Coordinator will work with the supervisor or department head and the Human Resources Director to best meet the accommodations request, if possible.

2. If an employee feels as though the informal request for accommodations is being unmet, they are recommended and encouraged to file an ADA Formal Written Grievance Form with the City's ADA Coordinator. The ADA Formal Written Grievance will be handled in accordance with the City of Opelika Grievance Procedure.

GENERAL PUBLIC:

1. The City of Opelika welcomes all requests for accommodations including those for City events, communications with the City, and applying for a job with the City.

2. Prospective applicants are encouraged to contact the City's ADA Coordinator if accommodations are required in applying for a job with the City of Opelika.

3. The City's ADA Coordinator can be reached at (334) 705-2083 or at ADA@opelika-al.gov. The ADA Coordinator will gather and document all the facts surrounding the request, and will work with the hiring Department Head, Human Resources, and the City Administrator to best facilitate the accommodation request.

THE CITY OF OPELIKA IS AN EQUAL OPPURTUNITY – AFFIRMATIVE ACTION -ADA COMPLIANT EMPLOYER