

## NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with Title II of the Americans with Disabilities Act of 1990 ("ADA"), the City of La Quinta (City) will not discriminate against qualified individuals with disabilities in its services, programs, or activities.

**Employment:** The City does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

**Effective Communication:** The City will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the City's programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

**Modifications to Policies and Procedures:** The City will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in the City's offices, even where pets are generally prohibited.

### **ADA Coordinators:**

David Newell, Design and Development Director

Email: [DNewell@LaQuintaCA.gov](mailto:DNewell@LaQuintaCA.gov)

Bryan McKinney, Public Works Director/City Engineer

Email: [BMcKinney@LaQuintaCA.gov](mailto:BMcKinney@LaQuintaCA.gov)

Anyone who requires auxiliary aids or services for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of the City, should contact either of the City's ADA Coordinators listed above. Alternatively, requests can also be submitted in person at 78495 Calle Tampico, La Quinta, CA 92253 or by phone at (760) 777-7000\*. Requests made less than 48 hours in advance will be accommodated to the extent feasible.

The ADA does not require the City to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of the City is not accessible to persons with disabilities should be directed to either of the City's ADA Coordinators listed above. Alternatively, requests can also be submitted in person at 78495 Calle Tampico, La Quinta, CA 92253 or by phone at (760) 777-7000\*. The City will not impose a surcharge on any individual with a disability or on any group of individuals with disabilities to cover the cost of providing auxiliary aids or services or reasonable modifications of policy, such as retrieving items from locations open to the public but not accessible to persons who use wheelchairs.

*\*Individuals using a TTY/TDD device may contact the City through California Relay Service by dialing 711.*

## City of La Quinta 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 City. The City's Personnel Policy governs employment-related complaints of disability discrimination.

The complaint should be in writing and include information about the alleged discrimination, such as the complainant's name, address, and phone number, as well as the 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 their designee as soon as possible, but no later than 60 calendar days after the alleged violation to either of the City's ADA Coordinators:

David Newell, Design and Development Director  
[DNewell@LaQuintaCA.gov](mailto:DNewell@LaQuintaCA.gov)

Bryan McKinney, Public Works Director/City Engineer  
[BMcKinney@LaQuintaCA.gov](mailto:BMcKinney@LaQuintaCA.gov)

Alternatively, complaints can also be submitted in person at 78495 Calle Tampico, La Quinta, CA 92253 or by phone at (760) 777-7000. Individuals using a TTY/TDD device may contact the City through California Relay Service by dialing 711.

Within 15 calendar days of receipt of the complaint, the ADA Coordinator or their designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days of the meeting, the ADA Coordinator or their 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 City's position and offer options for a substantive resolution of the complaint.

If the response by the ADA Coordinator or their designee does not satisfactorily resolve the issue, the complainant and/or their designee may appeal the decision within 15 calendar days after receipt of the response to the City Manager or their designee. Within 15 calendar days after receipt of the appeal, the City Manager or their designee will meet with the complainant to discuss the complaint and possible resolutions.

Within 15 calendar days after the meeting, the City Manager 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 the ADA Coordinator or their designee, appeals to the City Manager or their designee, and responses from these two offices will be retained by the City for at least three years.