

Gillespie County Nondiscrimination Policy

Gillespie County is committed to ensuring that no person is excluded from participation in, denied the benefits of, or subjected to discrimination in the receipt of its services, programs, or activities on the basis of race, color, national origin, sex, age, disability, or any other protected characteristic as provided by federal, state, and local laws. This policy specifically addresses compliance with Title II of the Americans with Disabilities Act (ADA) of 1990, as amended, and Section 504 of the Rehabilitation Act of 1973, as amended, to prevent discrimination against qualified individuals with disabilities.

Compliance with Title II of the ADA and Section 504

Title II of the ADA prohibits discrimination on the basis of disability in all services, programs, and activities provided by state and local governments, including Gillespie County. Section 504 extends similar protections to programs or activities receiving federal financial assistance. Gillespie County will operate its programs, services, and activities so that, when viewed in their entirety, they are readily accessible to and usable by individuals with disabilities. This includes, but is not limited to:

- Providing equal opportunity for individuals with disabilities to participate in or benefit from any aid, benefit, or service.
- Making reasonable modifications to policies, practices, and procedures when necessary to avoid discrimination, unless such modifications would fundamentally alter the nature of the service, program, or activity or result in an undue financial or administrative burden.
- Ensuring that communications with individuals with disabilities are as effective as communications with others, including the provision of auxiliary aids and services (e.g., qualified interpreters, large print materials, assistive listening devices) at no cost to the individual, unless doing so would cause a fundamental alteration or undue burden.
- Administering services, programs, and activities in the most integrated setting appropriate to the needs of qualified individuals with disabilities.
- Not imposing eligibility criteria that screen out or tend to screen out individuals with disabilities unless such criteria are necessary for the provision of the service, program, or activity.
- Prohibiting surcharges on individuals with disabilities to cover the costs of required accessibility measures.

Gillespie County will not, directly or through contractual or other arrangements, discriminate on the basis of disability in admission or access to, or treatment or employment in, its programs or activities.

Designation of ADA Coordinator

In accordance with 28 CFR § 35.107(a), Gillespie County has designated an ADA Coordinator to oversee compliance with Title II of the ADA and Section 504, including coordinating responses to requests for accommodations and handling grievances. The ADA Coordinator is:

David Favreau

ADA Coordinator

101 W Main St. Unit 11

Fredericksburg, TX 78624

Phone: 830-307-6192

Email: dfavreau@gillespiecounty.gov.

Individuals requiring accommodation, auxiliary aids, or services should contact the ADA Coordinator as soon as possible, preferably at least 48-72 hours before the scheduled event or activity, to allow sufficient time for arrangements.

Grievance Procedure

Gillespie County has adopted this internal grievance procedure to provide prompt and equitable resolution of complaints alleging discrimination on the basis of disability in violation of Title II of the ADA or Section 504. Complaints should be addressed to the ADA Coordinator listed above.

1. **Filing a Complaint:** A complaint should be filed in writing or verbally within 180 days of the alleged discrimination. It should contain the name, address, and contact information of the complainant, and describe the alleged discriminatory action in sufficient detail to inform the County of the nature and date of the violation.
2. **Investigation:** The ADA Coordinator (or designee) will investigate the complaint. This may include interviews with the complainant, relevant witnesses, and reviews of pertinent documents. The investigation will be completed within 30 calendar days of receipt of the complaint, unless extended for good cause.
3. **Decision:** A written decision will be made to the complainant within 15 calendar days of completing the investigation, including findings and any remedial actions to be taken.
4. **Appeal:** If the complainant is dissatisfied with the decision, they may appeal in writing to the Gillespie County Judge within 15 calendar days. The appeal will be reviewed, and a final decision issued within 30 calendar days.
5. **Records:** Records of all complaints, investigations, and actions will be maintained by the ADA Coordinator for at least three years.

This procedure does not preclude individuals from pursuing other remedies, such as filing complaints with the U.S. Department of Justice or other appropriate federal agencies.

Public Notice

Gillespie County will provide ongoing notice of its nondiscrimination obligations under Title II of the ADA and Section 504. This notice will be disseminated through methods such as the County website, facility postings, program handouts, and public announcements. The notice will include information on how to contact the ADA Coordinator and will be available in accessible formats upon request (e.g., large print, Braille, electronic formats).

All public meeting notices and program announcements will include the following statement:

"Gillespie County complies with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act. Upon request with at least three working days' notice, reasonable accommodations, auxiliary aids, or services will be provided to ensure effective participation. For assistance, contact the ADA Coordinator at 830-307-6192 or the County Judges office at 830-997-7502 ."

This policy is effective immediately and will be reviewed periodically to ensure continued compliance with applicable laws.



Daniel J. Jones, County Judge

Date: 11-06-2025



David L. Favreau Jr., ADA Coordinator

Date : 11-06-2025