

LAKE COUNTY BOARD OF DD/DEEPWOOD

BOARD POLICY

Reviewed and Adopted by the Board:
Date: February 28, 2022

Signature on File

Elfriede Roman, Superintendent

I. SUBJECT: NONDISCRIMINATION: GENERALLY; IN THE PROVISION OF PROGRAMMING; AGENCY CONTRACTS

II. PURPOSE:

To express the Board's commitment to the principle of nondiscrimination and to ensure nondiscriminatory practices in all areas under the Board's authority.

To state the Board's policy against discrimination in the delivery of program services and letting of contracts.

III. REFERENCES:

Age Discrimination in Employment Act, 29 U.S.C. §§ 621-634

Americans with Disabilities Act, 42 U.S.C. § 12101, et seq.

Commission on Accreditation of Rehabilitation Facilities

Constitution of the State of Ohio, Article I §§ 1-2

Equal Pay Act, 29 U.S.C. §206(d)

Individuals with Disabilities Education Act, 20 U.S.C.A. §1400, et seq.

Lake County Board of DD/Deepwood Policy B-13 (Equal Employment Opportunity)

Ohio Revised Code §§ 3313.481(C), 3327.01, 4112.02, 5126.07

Rehabilitation Act, 29 U.S.C. § 701, et seq.

Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, 42 U.S.C. §§ 2000e-2000e-17

Title IX, Education Amendments of 1972

IV. POLICY:

A. General Statement Prohibiting Discrimination

The Board recognizes its responsibility to ensure nondiscrimination in all areas under its authority. As part of its commitment to the community, the Board will seek to actively promote and protect the rights and responsibilities of all individuals as set forth in the state and federal Constitutions, pertinent legislation, and

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applicable judicial interpretations. The Board's policy of nondiscrimination will extend to clients, staff, the general public, and individuals with whom the Board does business; and will apply to race, color, national origin, creed, sex, economic status, political affiliation, age, and disability.

1) Statement of Non-discrimination on the Basis of Disability

The Lake County Board of Developmental Disabilities/Deepwood does not discriminate on the basis of disability in the admission or access to treatment, employment or provision of services in programs or activities.

The Americans with Disabilities Act of 1990, as amended, prohibits discrimination on the basis of disability, and protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits and other aspects of employment. The law also requires that covered entities provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardship.

The Agency's Director of Human Resources, Lake County Board of DD/Deepwood, 8121 Deepwood Boulevard, Building A, Mentor, Ohio 44060, 440-350-5100, has been designated the Agency's ADA Coordinator to coordinate compliance with the non-discrimination requirements contained in section 35.107 of the Regulations of the U.S. Department of Justice. Information concerning Board Policy A-6 Concern/Complaint Resolution is available through the Director of Human Resources' Office.

B. Nondiscrimination in the Provision of Programming

- 1) It is the policy of the Lake County Board of Developmental Disabilities/Deepwood to provide a range of benefits, services and opportunities to all eligible individuals without regard to the individual's race, color, sex, creed, disability, religion, age, national origin, or ancestry, in accordance with the determined needs of the individual.
- 2) There shall be no distinction made in determining eligibility for, or in the manner of providing services, because of regard to the individual's race, color, sex, creed, disability, religion, age, national origin, or ancestry.
- 3) All persons and organizations having occasion to refer or recommend individuals to this agency are advised to do so without regard to the individual's race, color, sex, creed, disability, religion, age, national origin, or ancestry.
- 4) Any individual, parent, guardian, or advocate who believes that an

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individual has been treated in a discriminatory manner may make a verbal or written complaint of discrimination to the Director of Human Resources, who serves as the Board's ADA/Rehabilitation Act Coordinator.

C. Nondiscriminatory Contracts

The Board and any agency, corporation or association under contract with the Board shall not discriminate in the provision of services under its authority nor contract on the basis of race, color, sex, creed, disability, religion, age, national origin or ancestry.

V. DISTRIBUTION:

Board Members
All Management Staff
All Staff (Via Department Managers)
LEADD President

VI. REVIEWED:

02/22, 02/20, 02/18, 02/17, 02/16, 02/15, 02/14, 02/13, 02/12, 02/10, 02/08, 02/06, 02/04, 01/02, 2/99, 12/98, 11/98, 9/92