

City of Newton Disability Discrimination Grievance Procedure

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act and Section 504 of the Federal Rehabilitation Act and the Massachusetts Architectural Access Board 521 CMR. It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in employment practices and policies or the provision of services, activities, programs, or benefits by the City of Newton.

The complaint should be in writing (preferably email) 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 and/or his/her designee as soon as possible but no later than 60 calendar days after the alleged violation to:

ADA/Section 504 Accessibility Coordinator
1000 Commonwealth Avenue
Newton, MA 02459

Within 15 calendar days after receipt of the complaint, the ADA coordinator will meet or speak with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the ADA coordinator 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 City of Newton and offer options for substantive resolution of the complaint.

If the response by the ADA coordinator does not satisfactorily resolve the issue, the complainant and/or his /her designee may appeal the decision of the ADA coordinator within 15 calendar days after receipt of the response to the mayor or his or her designee. Within 15 calendar days after receipt of the appeal, the mayor or his or her designee will meet or speak with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting the mayor or his or her 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, appeals to the mayor or his or her designee, and responses from the ADA coordinator and mayor or his or her designee will be kept by the City of Newton for at least three years.