

# ADA Liaison News

June 2019

## Greetings from the Office of Equal Opportunity Programs

### ADA Liaison Updates

We've had approximately 9 ADA Accessibility complaints in 2019. Thankfully, with your assistance, they have all been successfully resolved. **THANK YOU!**

A BIG welcome to our new ADA Liaisons: Andrea Flores, Elizabeth Caiz, Christopher Hale, Jamie Brady and Jesse Soto. OEOP appreciates your commitment in doing your part to resolve ADA complaints! OEOP's newest employee, Emmanuel Hernandez, will serve as the City's ADA Coordinator in working with the ADA Liaisons and addressing any ADA complaints as well as facilitating each complaint to the appropriate department.



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### Reminders:

**PLEASE** make sure that all customer service personnel and anyone having contact with customers know they should immediately notify you or your replacement when someone asks for a disability accommodation.

**ALWAYS** begin by reviewing A.D. 2.05-10 when determining whether a call falls under that directive, and also review it when we forward a complaint to you. These are our guidelines to follow to ensure City departments are in compliance with laws.

Rebecca and Emmanuel are available to help with sample letters if you are not sure what to write when preparing a closure letter from your department.

**SOMETHING TO CONSIDER...**If you receive inquiries that are outside of COT's jurisdiction, you can refer individuals to the The Department of Justice's toll-free ADA Information Line.

There, ADA Specialists can assist callers in understanding how the ADA applies to their situation and are available on Monday, Tuesday, Wednesday, and Friday from 9:30 a.m. until 5:30 p.m. (Eastern Time) and on Thursday from 12:30 p.m. until 5:30 p.m. (Eastern Time). Calls are confidential.

To get answers to technical questions, obtain general ADA information, order free ADA materials, or ask about filing a complaint, call 800-514-0301 (voice); 800-514-0383 (TTY) (<https://www.ada.gov/infoline.htm>).

**JUNE – SEPTEMBER**  
**C.O.D.I.**

**Commission on Disability Issues (CODI) meetings are held on the third Wednesday of each month. Check the City's website for confirmation of meetings and location. Liaisons are often requested to attend and provide departmental information.**

# News Flash!

## EEOC RELEASES FISCAL YEAR 2018 ENFORCEMENT AND LITIGATION DATA

The U.S. Equal Employment Opportunity Commission (EEOC) recently released a detailed breakdown of the 76,418 charges of workplace discrimination received in the fiscal year of 2018 which ended September, 30, 2018. The data shows that disability is among the top three in filed charges at 32.2 percent. (<https://www.eeoc.gov/eeoc/newsroom/release/4-10-19.cfm>).

## ARIZONA HEALTH COMPANIES TO PAY \$545,000 TO SETTLE EEOC DISABILITY AND PREGNANCY DISCRIMINATION SUIT

Carondelet Health Network and Ascension Health, which owned and operated three southern Arizona hospitals, will pay \$545,000 to six individuals and provide other significant relief to settle a lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC). The EEOC's lawsuit alleged that the health care companies discriminated against employees with disabilities and pregnant women with pregnancy-related medical conditions. (<https://www.eeoc.gov/eeoc/newsroom/release/5-17-19.cfm>).

To learn more about EEOC related news, visit [EEOC.gov](http://EEOC.gov) - Newsroom.

## Kudos to Parks and Recreation!!

Parks and Recreation's Planning and Development department is in the process of building ADA playgrounds at Reid Park. Playgrounds with ramps and smooth surfaces will certainly help children who use wheelchairs and will allow them to participate in the fun with their friends. Aside from being allowed to participate and make new friends on the playground, this will also give children with disabilities a chance to stay active.

Pictures (DISPLAYED LEFT AND BELOW) of the proposed playgrounds were made available to OEOP to share here in our newsletter. It is wonderful to see the City of Tucson showcasing the importance of building accessible and inclusive playgrounds.

