



DIVERSITY AND CIVIL RIGHTS COMPLIANCE

Department of DCRC
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DIVERSITY AND CIVIL RIGHTS COMPLIANCE (Equal Employment Opportunity-EEO and Disability Affairs)

About Us: The Office is responsible for implementing Fulton County's equal employment opportunity, non-discrimination and accessibility programming. *Would like to change this language to talk about the department's focus on Advancing Equality, Equity, Accessibility and Inclusion.*

Our Services

- Discrimination Complaint Investigations: Filing a Complaint
- Accommodations: Requesting an Accommodation (Job Applicants)
- Accessibility for Persons with Disabilities: (Access to County Activities, Programs and Services)

Service 1: Complaint Investigations (Advancing Equality)

Discrimination Complaint Investigations

How to File a Complaint (Discriminatory Treatment Based on Protected Class)

1. **Discrimination Investigations:** Discrimination Complaint Investigations promote equality and non-discrimination for members of the public doing business with the County.

Any person doing business with the public that believes that he or she has been subject to discrimination (mistreatment) on the basis of: race, color, religion, sex, pregnancy, childbirth, lactation or related medical conditions, sexual orientation, gender identify or expression, age 40 and over, national origin or ancestry, physical or mental disability, genetic information {including testing and characteristics), veterans status, uniform service member status, or any other consideration protected by federal, state, or local law may file a complaint with the DCRC.

Complete a Discrimination Complaint Form:

- **EEO Discrimination Complaint Form**

How to file a Title VI Complaint

(Discriminatory Exclusion from County Programs, Benefits and Activities Based on a Protected Class)

2. **Title VI Non-Discrimination Investigations:** Title VI Investigations promotes equity in service delivery by ensuring no person, on the grounds of race, color, national origin (including Limited English Proficiency), or sex, is excluded from participation in, or denied the benefits of, or otherwise subject to discrimination under any program or activity receiving federal financial assistance as defined by Title VI of the Civil Rights Act of 1964.

Any person who believes that he or she has been subject to discrimination on the basis of race, color, national origin (including Limited English Proficiency), or sex may file a complaint with DCRC or (State Agency).

Complete a Title VI Discrimination Complaint Form:

- **Title VI Discrimination Complaint Form**

How to file a Workforce Innovation and Opportunity Complaint (WIOA) (Workforce Innovation and Opportunity Act Discrimination Complaint)

- 3. WIOAs Non-Discrimination Investigations:** WIOA Non-Discrimination investigations promote fair and non-discriminatory service delivery by ensuring any person participating in WIOA funded County programs is not subjected biased or unfair treatment because of one's race, color, religion, sex, national origin, age, disability, political affiliation or belief, or citizenship/status as a lawfully admitted immigrant authorized to work in the United States as defined by the WIOA. Any person who believes that he or she has been subjected to discrimination in the provisions of WIOA funded programs may file a complaint with DCRC or State Agency.

Complete a Title VI Discrimination Complaint Form:

- **WIOA Discrimination Complaint Form**

Service 2: Accommodations (Advancing Equity)

Accommodations

- 4. Religious Accommodations (Applicants):** Religious Accommodations facilitate dialogue between the applicant and the employer to resolve conflicts between an applicant's religious or strongly held belief and the County's job requirements.

Request a Religious Accommodation

- **Religious Accommodations Form Pending**

- 5. Reasonable Accommodations (Applicants):** The Reasonable Accommodations/ Interactive process facilitates dialogue between applicants, HR/Personnel and, the hiring department to remove barriers for applicants with disabilities absent undue hardship, during the application process.

Request a Reasonable Accommodation

- **Reasonable Accommodations Form Pending**

Service 3: Access for Persons with Disabilities (Advancing Inclusion)

Access Services for Persons with Disabilities: Program or Public Access service ensure all people, including persons with disabilities, are able to fully participate in and have access to County employment activities, programs, services, and facilities in compliance with Title I and Title II of the Americans with Disabilities Act (ADA) as amended, relevant state laws, regulations and related County policies.

- 1. How to Request a Reasonable Modifications: Access to Facilities, Programs and Services):** Fulton County is committed to ensuring that its physical facilities, programs, services, and activities are inclusive of, and accessible to all members of the public including qualified individuals with disabilities in compliance with Title II of the ADA as amended and, Section 504 of the Rehabilitation Act of 1973.

How to Request Effective Communications: (Access to Information) Under Title II of the ADA, all state and local governments are required to take steps to ensure that their communications with people with disabilities are as effective as communications with others. This requirement is referred to as "effective communication" and is required except where a state or local government can show that providing effective communication would fundamentally alter the nature of the service or program in question or, would result in an undue financial and administrative burden. Typical methods for effectively communicating with persons with communication-related disabilities may include:

- **Alternate Formats:** Refers to the provision of printed materials in alternative formats such as Braille, large font print, audio cassettes and/or computer disk/memory devices. All County "print materials" can be provided in an alternate format upon request for persons who are totally blind, visually impaired, or who are unable to read or communicate effectively utilizing the printed word.
- **Sign Language Interpretation:** Refers to services that are provided through the use of nationally certified sign language interpreters for persons who are hearing or speech impaired. Certified sign language interpreters may possess expertise and knowledge in the specialized operations including but not limited to medical, legal, judicial, financial, government operations or other areas where a conceptual and operational knowledge of a specific business area greatly enhances the accuracy of the information being communicated.
- **Closed Captioning/Subtitling:** Refers to processes of displaying text on a television, video screen, or other visual displays and are typically used as a transcription of the audio portion of a program as it occurs (either verbatim or in edited form), sometimes including descriptions of non-speech elements, for the hearing-impaired. Fulton County currently provides closed-captioning for the hearing impaired during internal and public broadcasts of the Fulton County Board of Commissioners meetings, as well as open-captioning for many of its (video) presentations.

ADDITIONAL INFORMATION

Federally Required Posting: Notice

FULTON COUNTY ADA TRANSITION PLAN, 2019

➤ **ADA Transition Plan**

1. **Self Evaluation and Transition Plan.** In 2011, following the revised (2010) Americans with Disabilities Act (ADA) and ADA Standards for Accessible Design, Fulton County began the conduct of a *new* multi-phase Self Evaluation and Transition Plan project. Due to the complexity of changes to the County, the new Plan was developed as a multi-phase, multi-year Plan to address the delivery of programs, services, and activities to the public and specifically, its citizens with disabilities.

POLICIES AND PROCEDURES

- EEO& Opportunity and Prejudicial Acts (103-16)
- Discrimination Complaint Procedure Policy (101-16)
- Fulton County Program Access Policy & Procedures (600-72)
- WOIA Guidelines

CONTACT US

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