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**AMERICANS WITH DISABILITIES ACT (ADA)  
TRANSITION PLAN  
PULASKI COUNTY, INDIANA**

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## **EXECUTIVE SUMMARY**

The Americans with Disabilities Act (ADA) was signed into law on July 26, 1990 and provides civil rights protection to disabled individuals, guaranteeing equal opportunities in public accommodations, employment, transportation, telecommunications, as well as state and local government services. The United States Congress enacted this law to provide a “clear and comprehensive national mandate for the elimination of discrimination against individuals with disabilities”. Title II of the ADA requires all cities, towns, counties and other such local units of government that receive federal funds or that have more than 50 employees to complete a self-evaluation and corresponding Transition Plan, establish an ADA Coordinator and adopt grievance procedures for discrimination against qualified individuals with disabilities.

In developing the Transition Plan, all local communities and units of government covered under Title II need to first conduct a self-evaluation, which includes a comprehensive inventory of pedestrian facilities. This inventory will allow each community to identify non-compliant locations and develop a program for remedial repairs in order to bring facilities into compliance. Pulaski County has undertaken this comprehensive self-evaluation to determine the extent to which individuals with disabilities may be restricted from access to county owned facilities. Furthermore, this Transition Plan includes this detailed review and it outlines barrier removal solutions which will result in improved access for all individuals.

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## TABLE OF CONTENTS

<b>PULASKI COUNTY COMMISSIONERS</b>	1
<b>THIS DOCUMENT PREPARED BY</b>	2
<b>EXECUTIVE SUMMARY</b>	3
<b>TABLE OF CONTENTS</b>	4
<b>INTRODUCTION</b>	6
<b>CONSEQUENCES OF NON-COMPLIANCE</b>	6
<b>LAWS, REGULATIONS, GUIDELINES AND OTHER DESIGN STANDARDS</b>	6
AMERICAN BARRIERS ACT OF 1968 (ABA)	7
THE REHABILITATION ACT OF 1973	7
THE AMERICANS WITH DISABILITIES ACT OF 1990 (ADA)	7
THE ADA STANDARDS FOR ACCESSIBLE DESIGN (ADA STANDARDS)	7
UNIFORM FEDERAL ACCESSIBILITY GUIDELINES (UFAS)	7
PUBLIC RIGHT OF WAY ACCESSIBILITY GUIDELINES (PROWAG)	8
ACCESSIBILITY AND DISCRIMINATION	8
PROGRAM ACCESSIBILITY	8
UNDUE BURDEN	9
SAFE HARBOR	9
HISTORIC PROPERTIES	9
<b>THE SELF-EVALUATION AND TRANSITION PLAN REQUIREMENTS</b>	10
BASIC REQUIREMENTS AND COMPONENTS	10
BUILDING ASSESSMENT METHODOLOGY	10

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<b>SELF-EVALUATION DATA AND FINDINGS</b>	<b>11</b>
ANNEX	11
COUNTY HIGHWAY	12
COURTHOUSE	12
JUSTICE CENTER	13
WEST ANNEX	14
<b>ADA/504 COORDINATOR</b>	<b>15</b>
PUBLIC NOTICE	15
<b>PUBLIC BUILDING FACILITIES</b>	<b>16</b>
CODES AND STANDARDS	16
IMPLEMENTATION PLAN FOR BUILDING FACILITIES	16
RECORD KEEPING AND PLAN UPDATING	17
<b>PUBLIC RIGHT-OF-WAY PEDESTRIAN FACILITIES</b>	<b>18</b>
CODES AND STANDARDS	18
IMPLEMENTATION PLAN FOR PUBLIC RIGHT-OF-WAY	18
<b>FUNDING STRATEGIES</b>	<b>20</b>
<b>GRIEVANCE POLICY AND COMPLAINT PROCEDURE</b>	<b>20</b>
<b>GLOSSARY</b>	<b>22</b>
<b>APPENDIX A</b>	<b>27</b>
GRIEVANCE POLICY AND PROCEDURE	28
ADA DISCRIMINATION GRIEVANCE FORM	30
<b>APPENDIX B</b>	<b>34</b>
BUILDING ASSESSMENT DATA	34
<b>APPENDIX C</b>	<b>35</b>
LANGUAGE IDENTIFICATION FLASHCARDS	37

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## **INTRODUCTION**

The Americans with Disabilities Act (ADA) of 1990 is a civil rights statute that prohibits discrimination against people who have disabilities. There are five separate Titles (sections) of the ADA relating to various aspects of potential discrimination. Title II of the ADA specifically addresses the subject of making public services and public transportation accessible to those with disabilities. Under the terms of the ADA, designing and constructing facilities for public use that are not accessible by people with disabilities constitutes discrimination.

The most efficient way for communities to ensure Title II's requirements are being met is through self-evaluation. Self-evaluation enables local governments to pinpoint the facilities, programs, and other services that must be modified or relocated in order for that local government agency to comply with the ADA. Once a comprehensive self-evaluation has been completed, local government agencies are then required to develop a Transition Plan to address any and all deficiencies. The Transition Plan is intended to achieve the following:

- A. Identify physical obstacles that limit the accessibility of facilities to individuals with disabilities.
- B. Describe the methods to be used to make the facilities accessible.
- C. Provide a schedule or program for making the access modifications.
- D. Identify the public officials responsible for the implementation of the Transition Plan.

ADA Transition Plans are required from all local governmental agencies to cover all facilities under their control. The focus of this Transition Plan is on publicly managed pedestrian facilities within county owned right-of-way. This includes sidewalks, curb ramps, and street cross-walks.

## **CONSEQUENCES OF NON-COMPLIANCE**

If a local government agency fails to comply with the ADA and declines to voluntarily correct deficiencies, then the Indiana Department of Transportation (INDOT) may cancel, terminate, or suspend (either whole or in part) any contract or project being done for said governmental agency through the INDOT Project Delivery System. INDOT may also withhold payments on active contracts until the local government agency complies, furthermore, other actions permissible under the law include referral to the United States Department of Justice and other proceedings under state and local law.

## **LAWS, REGULATION, GUIDELINES AND OTHER DESIGN STANDARDS**

Beginning in 1968, a series of laws and regulations were put in place to prohibit discrimination against individuals with disabilities and address accessibility issues that exclude people with disabilities from programs, services, and activities. The culminations of these efforts have set the tone and requirements of this Transition Plan. The following is an abbreviated description of these influential documents.

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## **AMERICAN BARRIERS ACT OF 1968 (ABA)**

The ABA requires that facilities designed, altered, built or leased with federal dollars be accessible to the public. The requirements set forth in the ABA are limited to the architectural standards in new and altered buildings and in newly leased facilities.

## **THE REHABILITATION ACT OF 1973**

Section 504 of the Rehabilitation Act obligates states and local governments to ensure that persons with disabilities have equal access to any programs, services, or activities receiving federal financing assistance. This Act also required entities to ensure that their employment practices do not discriminate on the basis of disability.

## **THE AMERICANS WITH DISABILITIES ACT OF 1990 (ADA)**

Built upon the foundation laid by Section 504 of the Rehabilitation Act, the ADA requires that all state and local governments, regardless of their ability to receive federal financial assistance, provide equal access to programs, services, or activities to those whom are disabled. The ADA's definition of "public accommodation", commercial facilities and many private employers.

Title II, one of five separate titles of the ADA, applies specifically to "public entities" and the programs, services, and activities they provide. This title outlines the requirements for the self-evaluation, Transition Plan and appointing an ADA coordinator.

In 1992, the U.S. Department of Justice issued 28 Code of Federal Regulations (CFR) Part 35, Nondiscrimination on the Basis of Disability in State and Local Governmental Services, to Implement Subtitle A of Title II. In particular, this regulation extended the prohibition of discrimination in federally assisted programs already established by Section 504 of the Rehabilitation Act to all activities of state and local governments, including those that do not receive federal financial assistance.

## **THE ADA STANDARDS FOR ACCESSIBLE DESIGN (ADA STANDARDS)**

The ADA Standards outline the requirements necessary to make a building or other facility physically accessible to people with disabilities. The Standards are a comprehensive guide that identifies what features will need to be accessible and list the specifications required to make them compliant with the ADA.

## **UNIFORM FEDERAL ACCESSIBILITY GUIDELINES (UFAS)**

The guidelines discussed in the UFAS are architectural standards originally developed for facilities covered by the ABA. These uniformed standards are also used to satisfy compliance in new or altered construction under Section 504. With the exception of the elevator exemption, states and local governments have the option to use UFAS or the ADA standards to meet their obligations under Title II of the ADA.

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## **PUBLIC RIGHT OF WAY ACCESSIBILITY GUIDELINES (PROWAG)**

The design standards found in the draft PROWAG reflects the best practices for designing accessible pedestrian facilities. This document is not yet a rule and therefore has no legal effect; however, Indiana Department of Transportation strongly encourages its use, and it is anticipated the PROWAG will eventually become enforceable by federal law.

### **ACCESSIBILITY AND DISCRIMINATION**

Accessibility plays a significant role in the inclusion of people with disabilities. The first step toward fulfilling the rights of people with disabilities is creating an accessible, barrier-free environment. Regulations require that barriers that are structural must be removed in public areas of existing facilities when such removal is readily achievable. Barriers typically found in public areas include: routes of travel requiring the use of stairs, non-ADA compliant ramps, door widths that cannot accommodate the passage of a wheel chair, and the location of door handles that are too high.

Discrimination against individuals with disabilities occurs when a person is perceived differently, treated differently, and struggles to gain acceptance at a level experienced by their non-disable peers. Often, physical barriers encountered by people with disabilities can be perceived as discrimination because they exclude that individual from reaching their desired destination or performing a specific task or action. According to the ADA, all State and local governments are required to follow specific architectural standards in either the new construction or the alterations of existing buildings unless the corrective actions would result in undue financial or administrative burdens. To avoid discriminating against those with disabilities, public entities are required to make reasonable modifications. These modifications will provide equality of opportunity, but the county cannot guarantee equality of results.

### **PROGRAM ACCESSIBILITY**

Title II requires local governmental agencies to ensure that all their programs, services, and activities, when viewed in their entirety, are accessible to all persons including those with disabilities. Program access is intended to remove physical barriers to the local governmental agency services, programs and activities, but it generally does not require that the local governmental agency make each facility, or each part of any given facility, accessible. For example, every restroom in a given facility does not need to be made fully accessible. However, signage directing persons with disabilities to the fully accessible features and spaces within that given facility must be provided.

Program accessibility may be achieved through a variety of ways. Local governmental agencies may choose to make structural changes or pursue alternatives to structural changes to achieve access. For example, the local governmental agency can move public meetings to accessible buildings and relocate services for individuals with disabilities to accessible levels or parts of a building. It should be noted that when choosing between possible methods of program



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accessibility, the local governmental agency must give priority to the choices that offer services, programs, and activities in the most integrated setting that is available and appropriate. Additionally, all newly constructed public facilities must be fully accessible to people with disabilities.

### **UNDUE BURDEN**

There is no “grandfather clause” in the ADA; however, the law is flexible. Local government agencies must comply with Title II of the ADA and must provide program access for all individuals. However, with respect to complying with Title II, a local governmental agency does not have to take any action to make a feature compliant to ADA standards if that agency can demonstrate that the alteration will result in the creation of a hazardous condition or will cause undue financial and/or administrative burden. Hazardous conditions may include anything affecting crime prevention measures, legitimate safety requirements necessary for safe operation, or impact of the action on the operation of a site. The determination of an undue burden can only be made by the head of the local public agency (or a designee) and must be accompanied by a written statement outlining the reasons for reaching such a conclusion. In order to establish that an alteration of a feature will cause undue financial and/or administrative burden, an evaluation of all resources available for use in the program must be completed. The evaluation of these resources must include the amount of financial resources available, the effect on expenses and resources, the type and location of the facility, and the number of employees at the site.

If an alteration of a feature would result in a burden, the public entity must take any other action that would not result in an undue burden but would ensure that individuals with disabilities receive the benefits and services of the program or activity.

### **SAFE HARBOR**

Elements in facilities built or altered before March 15, 2012 that comply with the 1991 ADA Standards for Accessible Design (1991 Standards) are not required to be modified to specifications in the 2010 Standards. For example, the 1001 Standards allow the maximum side reach control part of a paper towel dispenser to be 54 inches above the floor. The 20110 Standards lower that side reach range to a maximum of 48 inches above the floor. If a paper towel dispenser was installed prior to March 15, 2012 with its highest operating part at 54 inches above the floor, that paper towel dispenser does not need to be lowered. Since the dispenser complies with the 1991 Standards, that Standard provides a “safe harbor”.

### **HISTORIC PROPERTIES**

Exceptions to the ADA have been made for historic properties that are listed, or are eligible for listing, in the National Register of Historic Places, or a property designated as historic under state or local law. A public entity is not required to make alterations that would destroy or threaten the historical significance of a historic property. In such a case, alternative

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requirements may be used as discussed in 28 CFR 36.405 and ADAAG 4.1.7(3). An example of an alternative requirement would include providing displays and written information in a location where they can be seen by a seated person.

## **THE SELF-EVALUATION AND TRANSITION PLAN REQUIREMENTS**

### **BASIC REQUIREMENTS AND COMPONENTS**

In accordance with the ADA, Section 504, and the August 2, 2012 letter from Troy Woodruff, INDOT Chief of Staff, local communities should at a minimum:

- (1) Designate an employee of the local community as an ADA/504 Coordinator. The coordinator will be responsible for overseeing compliance with the nondiscrimination laws (Rehabilitation Act, American Barriers Act, and Americans with disabilities Act) as they relate to individuals with disabilities.
- (2) Create and distribute an educational notice alerting the public to their rights under the ADA and Section 504, as well as the County's responsibilities under the law. This notice should be distributed on an on-going basis.
- (3) Develop and adopt a grievance policy and procedure that provides swift and equitable resolution of complaints.
- (4) Develop and adopt a model ordinance outlining accessibility standards, specifications and design details that reflect the most current ADA standards.
- (5) Complete a self-evaluation and inventory of all its facilities, programs, policies, and activities to evaluate whether there are access barriers for persons with disabilities.
- (6) Develop a Transition Plan that will address the removal of the access barriers identified in its inventory that includes a budget and schedule for improvements. All local communities are required to have a Transition Plan in place if they receive federal funds. Local communities with 50 or more employees must have a plan, regardless of whether they receive federal funds.
- (7) Implement the Transition Plan and monitor it regularly for progress in barrier removal. A reevaluation should occur at least once every three to five years.

### **BUILDING ASSESSMENT METHODOLOGY**

Each building under the County's jurisdiction was visited and assessed by both maintenance and EMA staff. The staff use the ADA Checklist for Existing Facilities, which is based on the 2010 ADA Standards for Accessible Design. This checklist makes it possible for all buildings to be assessed in a consistent manner across the various aspects of the ADA. The checklist is split into four categories, called Priorities. They are as follows:

- Priority 1 – Approach & Entrance
- Priority 2 – Access to Goods & Services

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- Priority 3 – Toilet Rooms
  - Priority 4 – Additional Access

A complete copy of the checklist is included in the appendix B – Master checklist section. The checklist is setup in the Question and Answer style. Each item being assessed is addressed as a question, and the three available answers are “Yes”, “No” and “Not Applicable”. In most cases, an answer of Yes indicates that the particular item follows the ADA, and an answer of No indicates that the item is out of compliance. This checklist includes many helpful illustrations to not only help the person conducting the assessment to be thorough and consistent, but to also help the reader to understand the item and how it should be corrected in the case of a No answer.

## **SELF-EVALUATION DATA AND FINDINGS**

### **ANNEX**

In October 2021, the maintenance director and the EMA Director conducted a self-evaluation utilizing the ADA Checklist for Existing Facilities. Please note: the county commissioners have decided to vacate and sell this building by December 2023.

- The Approach and Entrance Section had concluded that there was no parking established for van accessibility.
- All handicap parking signage will need to be raised and van accessible signage added.
- A slope will need to be added to the Exterior Accessible Route on the east side of the building.
- With the east entrance door to the Extension Office interior door there is not 18” of maneuvering clearance beyond the latch side plus at least 60” clear depth. This can be corrected with an automatic door opener or leaving the interior door open.
- The threshold to the Extension Office will need to be lowered.
- The door closers will need to be adjusted to close at 5 seconds or more.
- The curb ramp on the west side of the building will need to be changed to a 1:12 ratio.
- There is no accessible way from the Building Inspector’s office to the rest of the building without going outside and through the main entrance.
- Service counters do not have adequate space under the desk for wheelchair accessibility in some of the offices. Also some of the offices will need to lower their service desk.
- Signage in the building directing people to offices needs to be changed to include Braille and location on the latch side of the doorways, also be adjusted to the correct height.
- The platform lift is not the adequate dimensions and requires an employee with a key to use.
- The elevator does not have buttons with raised characters or with Braille.
- There are no numbers on the door jams of the elevator identifying the floor.
- There is no star on the door jamb indicating the main floor.
- The signage at the restrooms must be adjusted to the correct height.
- The mirrors in the lavatories must be adjusted to the correct height.

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- The pipes under the lavatories need to be insulated or configured to protect against contact.
  - The paper towel dispenser is not operable without tight grasping, pinching or twisting of the wrist.
  - The toilets are located too far from the side wall.
  - There is not enough clearance in the toilet rooms for a person in a wheelchair to turn.
  - The grab bars on the side and rear of the toilet rooms are not the correct length.
  - The locks in the toilet room are not operable with one hand or without tight grasping, pinching or twisting of the wrist.
  - The toilet rooms are not 60" wide.
  - The fire alarm is audible only.

## **COUNTY HIGHWAY**

In October 2021, the County Highway Department self-evaluation was conducted utilizing the ADA Checklist for Existing Facilities.

- The signage for accessible parking spaces needs to be lowered and to include van accessible spaces.
- The running slope to the building needs to be adjusted to the correct ratio.
- The ground or floor surface on the side of the entrance door needs to be adjusted to the correct level.
- The entrance door handles need to be changed to be able to operate with one hand.
- The signage at the restrooms needs to identify that it is accessible and need to include Braille.
- There is no space under the lavatory for a person using a wheelchair to get close enough to the faucet.
- There are no hand driers or soap dispensers.
- The grab bars need to be replaced to the correct lengths and heights.
- The flush control in the women's restroom needs to be changed to the open side.
- There is no fire alarm system.

## **COURTHOUSE**

In November 2021 the Courthouse self-evaluation was conducted utilizing the ADA Checklist for Existing Facilities.

- During this time the parking on the south side of the courthouse was under construction and temporary accessible parking spots were utilized so there was no van accessible spot. This will be corrected when construction is finished.
- The landing at the top of the curb ramp is not long enough.
- The landing level at the top and bottom of the ramp is not 60 inches long.
- The handrails do not extend 12 inches beyond the top and bottom of the ramp.
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- The main entrance is not accessible but there is signage directing people to the accessible entrance.
  - There are objects in the circulation path areas that protrude more than 4 inches.
  - All the offices have standard door knobs that require tight grasping and twisting of the wrist to open.
  - All office door knobs are less than 34 inches above the floor.
  - Light switches are not at the correct height.
  - Offices do not have wheelchair seating in the reception areas.
  - Service counters are not the correct height and do not allow for leg space for persons in wheelchairs.
  - Many areas of the Circuit Court are not accessible to persons in wheelchairs but this will be corrected in July 2022 as that is when the construction is to be completed on the new Circuit Courtroom in the Justice Center.
  - The drinking fountain is too tall and does not have leg space for a person in a wheelchair.
  - The fire alarm system is audible only and must be manually activated.

## **JUSTICE CENTER**

In October 2021, the Justice Center self-evaluation was conducted utilizing the ADA Checklist for Existing Facilities.

- The main entrance was under construction so the evaluation was not completed. The completion of the new entrance is scheduled to be complete July 2022.
- The ramp in Superior Court going to the witness stand does not have adequate landing space at the top or bottom of the ramp.
- The witness stand only has handrails on one side of the ramp.
- Door closers need to be adjusted to 5 seconds or more.
- There is not adequate wheelchair seating spaces in Superior Court. There is also no choice of where to sit.
- The wheelchair spot in Superior Court is not wide enough and does not have a companion spot for each wheelchair seating spot.
- The door going from the gallery in Superior Court to the court room area is not wide enough because of a swinging door. If the door is removed the opening will be wide enough.
- Service counters in the Superior Court office and the Sheriff's Office need to be lowered and provide leg space underneath for persons in wheelchairs.
- Signage needs to be adjusted to the correct height and include raised letters and Braille.
- Toilet room signage needs to be corrected to include the International Symbol of Accessibility.
- Mirror above the lavatories in the 2<sup>nd</sup> floor restrooms needs to be lowered to no higher than 40 inches above the floor.
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- The pipes below the lavatory need to be insulated or otherwise configured to protect against contact.
  - Toilet room doors are not self-closing.
  - Maneuvering clearance on the latch side of the doors on the 1<sup>st</sup> floor restroom is not adequate.
  - Lavatory faucets, 1<sup>st</sup> floor restrooms require more than 5 pounds of pressure to activate.
  - Hand dryer dispenser 1<sup>st</sup> floor restroom requires tight grasping or pinching to operate.

## **WEST ANNEX**

In October 2021, the Self-Evaluation was conducted utilizing the ADA Checklist for Existing Facilities.

- Van accessible parking spots are not marked as to discourage parking in them.
- Accessible parking spaces signage needs to be added and heights corrected.
- Ground clearance on both sides of entry doors does not have adequate maneuvering space.
- Slope on the west side of the building for parking space access aisles is steeper than allowed.
- West side entrance has objects that protrude more than 4 inches into the walk way. These are chairs and can be removed.
- Interior doors latches need to be changed as to allow opening and closing with one hand or without tight grasping, pinching or twisting of the wrist.
- Carpet edges need to be secured.
- Signage needs to be installed directing people to accessible restrooms.
- Current signage needs to be moved to the latch side and at the correct height.
- Coat hook in rest room either needs to be removed or lowered to the correct height.
- The pipes under the lavatory need to be insulated or otherwise configured to protect against contact.
- The lavatory faucet needs to be changed to accommodate usage without tight grasping, pinching or twisting of the wrist.
- Install hand dryer or paper towel holder and soap dispenser to correct specifications.
- There is not adequate clearance around the water closet. This will require moving the urinal.
- The toilet is not the correct height from the floor. This will require a new toilet.
- Grab bars on the side and rear of the toilet are not the correct height or length.
- There is no fire alarm system.

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## **ADA/504 COORDINATOR**

Pulaski County shall designate a person as the ADA and 504 Coordinator in accordance with Title II of the ADA. The ADA Coordinator shall be appointed by the County Commissioners and should be trained in the requirements of the ADA and other laws pertaining to discrimination. The Coordinator should be given adequate time away from other responsibilities to carry out the Coordinator functions.

The Coordinator's main duties include the following:

- Receive, review, and process all grievances, complaints, and other such concerns about alleged disability discrimination.
- Ensure that all grievances are investigated and resolved according to the County's Grievance Policy and Procedure.
- Ensure records of all grievances and/or complaints are documented and kept in accordance with the ADA and the U.S. Department of Justice.
- Ensure proper public notice by Pulaski County is being done (see below).
- Ensure proper documentation and record keeping of any work done to County-owned facilities that is intended to correct items noted in this Transition Plan as being not in compliance with the ADA.

## **PUBLIC NOTICE**

Pulaski County must provide on-going public notice about the rights of the public under the ADA and the responsibilities Pulaski County has under the ADA. Under the ADA Public Notice is not a one-time requirement, but a continuing responsibility. Pulaski County will provide the following forms of public notice:

- A page on the County website that includes:
  - (1) A copy of the adopted ADA Transition Plan
  - (2) A copy of the grievance policy and procedure
  - (3) A copy of the grievance form available for download and printing
  - (4) The dedicated email address and postal address where written comments can be sent
- A printed copy of the ADA Transition Plan on file at the Auditor's Office.
- Fliers or other such written notice on display in the County Courthouse.
- A dedicated email address or postal address where citizens or advocacy groups can send written comments regarding the Transition Plan, its implementation, or to make requests for physical barrier removal.

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## **PUBLIC BUILDING FACILITIES**

### **CODES AND STANDARDS**

Among other things, the Americans with Disabilities Act (ADA) ensures access to the built environment for persons with disabilities. The ADA Standards establish design requirements for the construction and alteration of facilities subject to the law. These are enforceable standards and apply to federal, state, and local government facilities. The Access Board is responsible for developing and updating design guidelines known as the ADA Accessibility Guidelines (ADAAG). These guidelines are used by the United States Department of Justice (DOJ) and the United States Department of Transportation (DOT) in setting enforceable standards that the public must follow. Both the DOJ's and the DOT's current ADA Standards are based on the Access Board's updated ADAAG from 2004.

The ADA Standards issued by the DOJ apply to all facilities covered by the ADA with the exception of public transportation facilities. Those facilities are subject to the DOT's standards. The DOJ's ADA Standards from 2010 became mandatory on March 15, 2012.

### **IMPLEMENTATION PLAN FOR BUILDING FACILITIES**

Because Pulaski County has a relatively large number of public facilities, it is impossible to immediately remove all known barriers to access. Barriers in facilities must be removed systematically to ensure equality among all programs and facilities. It is the intent of Pulaski County to address barriers to accessibility in its public buildings within a reasonable time frame, depending on the immediate necessity, degree of complexity, and overall cost.

Pulaski County reserves the right to modify barrier removal priorities in order to allow for flexibility in accommodating community requests, petitions for reasonable modifications from persons with disabilities, changes in County programs, as well as funding constraints and opportunities. It is the goal of this Transition Plan to provide access to the programs, activities and services provided by the County. Interim measures will be explored and implemented in order to provide programmatic access to the public pending the implementation of physical barrier removal projects.

When reviewing the assessments and setting priorities for each building, the following general recommendations are intended as guidance in developing the schedule of improvements.

Priority One: The highest priority should be placed on those barrier removal items that provide accessibility at the main entrance of a facility or improve the parking and/or a path of travel to the portion of the facility where program activities take place. Examples are as follows:

- (1) Connection from the main building entrance to the public right-of-way
- (2) Parking and passenger loading
- (3) Entrance walks
- (4) Entrance ramps



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(5) Entrance doors

Priority Two: The second priority should be placed on those barrier removal items that improve or enhance access to program use areas. Examples are as follows:

- (1) Transition counters
- (2) Conference and meeting rooms
- (3) Public offices

Priority Three: The third priority should be placed on those barrier removal items that improve access to amenities serving program areas. Examples are as follows:

- (1) Drinking fountains
- (2) Public telephones
- (3) Vending machines

Priority Four: The fourth and lowest priority is used to identify areas or features not required to be modified for accessibility because there are no public programs located in this space, or because there are similar features located nearby that reasonably provide programmatic access.

In addition to these general guidelines, other factors should be taken into consideration in developing the schedule for barrier removal. Such factors include, but are not limited to the following:

- (1) Citizen request, complaints, or grievances regarding inaccessible locations
- (2) Presence of a disabled population in proximity to certain facilities
- (3) The anticipated cost(s) to address a given problem or barrier versus the available budget or anticipated future funding sources
- (4) Population density

## **RECORD KEEPING AND PLAN UPDATING**

For a community the size of Pulaski County, the process of removing physical barriers and making changes to buildings in order to comply with the ADAAG may take several years to complete. The ADA Coordinator is charged with keeping records of all building improvements, repairs, and other alterations intended to remediate ADA deficiencies and to bring facilities into compliance.

The ADA Coordinator should log all such improvements and the assessments of each building facility should be repeated at least once every three years until all County owned facilities are complying.

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## **PUBLIC RIGHT-OF-WAY PEDESTRIAN FACILITIES**

### **CODES AND STANDARDS**

As stated above, under the ADA, the Access Board has the responsibility of creating guidelines for the accessibility of buildings, facilities, and vehicles subject to the ADA requirements. It is then the responsibility of the U.S. Department of Transportation and the U.S. Department of Justice to incorporate into their ADA regulations accessibility standards consistent with the Access Board's minimum guidelines. The U.S. Department of Transportation originally met this obligation by a word-for-word incorporation of the original ADAAG language. However, state and local roadway departments experienced considerable challenges trying to apply standards to streets and sidewalks that were originally intended for buildings, individual sites, and parking facilities. In short, depending on the slope of a given roadway, it may be impossible to construct a curb ramp and connecting sidewalk that would meet the requirements. Therefore, the Access Board acknowledged the need for other requirements that would be developed specifically for pedestrian facilities in the public right-of-way and would address conditions and constraints that exist there. The requirements in these proposed guidelines would make allowances for typical roadway geometry and permit certain flexibilities in alterations to existing facilities where existing physical restraints make it impractical to fully comply with new construction requirements.

Therefore, the Access Board is proposing accessibility guidelines for the design, construction, and alteration of pedestrian facilities in the public right-of-way. These guidelines are published in the Proposed Accessibility Guidelines for Pedestrian Facilities in the Public right-of-Way (PROWAG), dated July 26, 2011. The guidelines ensure that sidewalks, pedestrian street crossings, pedestrian signals, and other such facilities for pedestrian circulation and use constructed or altered in the public-right-of-way by state or local governments are readily accessible to and usable by pedestrians with disabilities. When these guidelines are adopted as accessibility standards in regulations, compliance will be mandatory.

The PROWAG guidelines have gone through the formal rule making process and the Access Board is continuing to work on finalizing the document. The original timeline for final adoption was in 2014 but was then pushed back to 2017 and there is currently no revised schedule for the guidelines to become law. However, some states including Indiana have begun incorporating the guidelines into their own state accessibility laws.

The 2011 version of the PROWAG document is regarded as a recommended best practice for any subject that is not fully covered by ADAAG.

### **IMPLEMENTATION PLAN FOR PUBLIC RIGHT-OF-WAY**

This implementation portion of this plan is to be used as a guide in removing the physical barriers and obstacles within the rights-of-way and other public facilities of Pulaski County. The

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types of projects included in the implementation portion of the Transition Plan can be categorized as follows:

- (1) Roadway and sidewalk construction and/or retrofit projects planned for the improvement of overall vehicular and pedestrian facilities. These projects would include road rehabilitation, roadway widening or other such roadway reconstruction projects, transportation enhancement projects, safe routes to school projects and other surface transportation improvement initiatives.
- (2) Whenever there are roadway alterations or resurfacing, proper curb ramps, sidewalks and such intersection crosswalk improvements should be included at all pedestrian crossings. Where applicable, all street and sidewalk maintenance and rehabilitation activities and projects should be programmed and developed to implement barrier removal.
- (3) Curb ramp, sidewalk and intersection crosswalk retrofit activities done in conjunction with private land development projects. If public pedestrian facilities are affected during the construction of such projects, the replacement facilities should be done in accordance with the Codes and Standards listed herein. Under no circumstances should an intersection without curb ramps be allowed to be altered or reconstructed without installing new curb ramps that meet the PROWAG guidelines.
- (4) Curb ramp, sidewalk and intersection crosswalk retrofit activities done in conjunction with drainage or utility projects. Where applicable, any disturbance to the existing public pedestrian facilities by public or private utility companies should be restored in accordance with the Codes and Standards listed herein. Again, under no circumstances should an intersection without curb ramps be allowed to be altered or reconstructed without installing new curb ramps that meet the PROWAG guidelines.

When sidewalks and curb ramps have identical rankings, the County will need to develop the final priority listed to be used in the Implementation Plan. The following is intended as guidance and recommendations in developing that final list. The County should focus on curb ramps and sidewalks that serve and connect to:

- A. Buildings, parks, and other related County owned facilities including libraries, police and/or sheriff's offices, detention facilities and/or work release centers, fire and other first responder facilities.
- B. Buildings and other related state and federal facilities.
- C. Public hospitals, health clinics, doctor's offices, mental health facilities, and therapy centers.
- D. Public housing and homeless shelters.
- E. Schools, colleges, universities beginning at the lowest grade level and working progressively up through the ages of students being served.

- 
- F. Privately owned hospitals, health clinics, doctor's offices, mental health facilities, and therapy centers.
  - G. Senior centers, youth centers, and quasi-governmental, not-for-profit activity centers and facilities.
  - H. Churches, cemeteries, and funeral homes.
  - I. Museums, zoos, fraternal organizations and lodges.
  - J. Professional services such as banks, realtors, insurance offices, attorneys and design professionals such as engineers or land surveyors.
  - K. Retail shopping centers and supermarkets.
  - L. Major employers and industrial areas.
  - M. Apartment and other multi-family complexes.
  - N. Single family residential neighborhoods and any other use not listed above.

If the situation arises where the County needs to assess priority within one of the groups listed above, it is recommended to use the following:

- a) Reconstruct curb ramps at locations where the existing ramp and sidewalks have an unsafe condition that may cause a pedestrian to trip and fall. Examples of these are locations of vertical displacement of the ramps, steep side slopes, or severely deteriorated conditions.
- b) Construct curb ramps at locations where no ramp exists.
- c) Reconstruct curb ramps and sidewalks based on the ranking scores in appendix D

## **FUNDING STRATEGIES**

The County intends to find the implementation of barrier removal in various ways.

First, for smaller, less expensive items such as toilet room grab bars, braille signage, and door hardware, the money will come from either maintenance or County Commissioner budget line items. The County's existing building maintenance staff will do the installations.

Second, for major projects that require specific allocation of funds by the County Council and County Commissioners, the projects shall be undertaken and completed as funding allows. Projects such as this are intended to include major remodeling or reconstruction of existing facilities to correct noncompliance.

## **GRIEVANCE POLICY AND COMPLAINT PROCEDURE**

If a person (or group of people) believes he or she may have been the victim of discrimination based on his or her disability, that person (or group of people) may file a grievance against the county. To expedite this process, Pulaski County includes herein a policy that covers the process that the person (or group of people) should follow to file the grievance, as well as the process that the county must follow in evaluating and resolving the grievance. Please see Appendix A for the Grievance Policy, Procedure, and form.

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Pulaski County will keep copies of all grievances filed, along with all paper work regarding the evaluation and resolution thereof for a minimum of six (6) years.

Pulaski County strives to maintain the rights of its citizens at every level of government. Therefore, the county's grievance policy and procedure were developed such that a grievant could complete the local grievance procedure and appeal, if needed, and still have the opportunity to file a grievance with a state or federal agency within the know allowable time frames from the date of the alleged discrimination.

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## GLOSSARY

The ADA, the “Title II Technical Assistance Manual” and “ADA Best Practices Tool Kit for State and Local Governments” defines many of the terminology used throughout the act and this transition plan. The following is a summary of these definitions.

**AASHTO:** American Association of State Highway and Transportation Officials

**Accessible:** Refers to a site, facility, work environment, service, or program that is easy to approach, enter, operate, participate in, and/or use safely and with dignity by a person with a disability.

**ADA:** American Disabilities Act as contained at 42 U.S.C.12101 et seq.

**ADAAG:** Americans with Disabilities Act Accessibility Guidelines (codified at Appendix A to 28 Code of Federal Regulations Part 36 and at Appendix A to 49 of Federal Regulations Part 37) contains guidelines issued by the United States Architectural and Transportation Barriers Compliance Board. It is important to note that these guidelines are not enforceable standards.

**APS:** Accessible Pedestrian Signal(s)

**APWA:** American Public Works Association

**Auxiliary Aids and Services:** Includes –

1. Qualified interpreters or other effective methods of making orally delivered materials available to individuals with hearing impairments;
2. Qualified readers, taped texts or other effective methods of making visually delivered materials available to individuals with visual impairments;
3. Acquisition or modification of equipment or devices; and other similar services and actions.

**CIP:** Capital Improvement Plan

**Complaint:** A claimed violation of the ADA

**Complaint Curb Ramp:** A curb ramp constructed to comply with state and/or federal law (whichever provides the higher access standard) in place at the time of construction. In the case of a location where it is structurally impracticable or technically infeasible to build a fully compliant curb ramp, or where construction of a fully compliant curb ramp would constitute a Fundamental Alteration of a service, program or activity of the city, or county, or an undue burden on the city or county, a curb ramp that complies with access standards, or was constructed to the standards existing at the time of construction, or to the maximum extent feasible, will constitute a compliant curb ramp as long as the

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requirements set forth in this transition plan for justifying the reasons for the city or county to avoid full compliance are met.

**Curb Ramp:** A short ramp cutting through a curb or built up to it allowing an accessible route that people with disabilities can use to safely transition from a roadway to a curbed sidewalk and vice versa.

**Detectable Warnings:** A surface feature built in or applied to walking surfaces or other elements to warn of hazards on a pedestrian access path.

**Disability:** With respect to an individual, a physical or mental impairment that substantially limits one or more of the major left activities of such individual; a record of such an impairment; or being regarded as having such an impairment.

**Discrimination on the basis of disability:** No qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of services, programs, or activities of a public entity, or be subjected to discrimination by any such entity. This includes:

1. Limit, segregate, or classify a citizen in a way that may adversely affect opportunities or status because of the person's disability.
2. To participate in a contract that could subject a qualified citizen with a disability to discrimination;
3. To use any standards, criteria or methods of administration that have the effect of discriminating on the basis of disability; to deny equal benefits because of a disability;
4. To fail to make reasonable accommodations to known physical or mental limitations of an otherwise qualified individual unless it can be shown that the accommodation would impose an undue burden on the city or county's operations.

**DOJ/USDOJ:** United States Department of Justice

**DOT/USDOT:** United States Department of Transportation

**Facility:** Means all or any portion of buildings, structures, sites, complexes, equipment, rolling stock or other conveyances, roads, walks, passageways, parking lots, or other real or personal property, including the site where the building, property, structure, or equipment is located.

**Has a record of such as impairment:** Means has a history of, or has been misclassified as having, a mental or physical impairment that substantially limits one or more major life activities.

**Is regarded as having an impairment:** Means –

1. Has a physical or mental impairment that does not substantially limit major life activities but that is treated by a public entity as constituting such as limitation.
2. Has a physical or mental impairment that substantially limits major life activities only as a result of the attitudes of others toward such impairment; or
3. Has none of the impairments defined in paragraph (1) of this definition but is treated by a public entity as having such an impairment.

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**Major life activities:** Means functions such as caring for one’s self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working.

**Pedestrian Right-of-Way:** Portion of land area owned by the city or county and provided by dedication for use by the public through walking, wheelchair or other non-automobile device.

**Physical or Mental Impairment:** Means –

1. Any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, hemic and lymphatic, skin, and endocrine;
2. Any mental or psychological disorder such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities.
3. The phrase physical or mental impairment includes, but is not limited to, such contagious and noncontagious diseases and conditions as orthopedic, visual, speech and hearing impairments, cerebral palsy, epilepsy, muscular dystrophy, multiple sclerosis, cancer, heart disease, diabetes, mental retardation, emotional illness, specific learning disabilities, HIV disease (whether symptomatic or asymptomatic), tuberculosis, drug addiction, and alcoholism.
4. The phrase physical or mental impairment does not include transvestism, transsexualism, pedophilia, exhibitionism, voyeurism, gender identity disorders not resulting from physical impairments, or other sexual behavior disorders; compulsive gambling, kleptomania, or pyromania; or psychoactive substance use disorders resulting from current illegal use of drugs.

**Public Entity:** Means –

1. Any state or local government;
2. Any department, agency, special purpose district, or other instrumentality of a state or states or local government.
3. Certain commuter authorities as well as AMTRAK.

**Public Right-of-Way Accessibility guidelines (PROWAG):** This document reflects the best practices for designing accessible pedestrian facilities.

**Qualified Individual with a disability:** An individual with a disability who, with or without reasonable modifications to rules, policies, or practices, the removal of architectural, communication, or transportation barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by a public entity.

**Readily Achievable:** Easily accomplishable and able to be carried out without much difficulty or expense. Examples include lowering mirrors, install side ramping of a few steps, installation of grab bars where only routine reinforcement of the wall is required and similar modest adjustments.



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**Reasonable Accommodation:** All public entities must make “reasonable accommodation” to the known physical or mental limitations of otherwise qualified applicants or employees with disabilities, unless the public entity can show that the accommodation would impose an “undue hardship” on the operation of its program.

**Reasonable Modification:** An adjustment to rules, policies or procedures to accommodate an individual whose disability makes it impossible to comply otherwise when such adjustment does not fundamentally alter the nature of the program, service or activity. Example:

1. Granting a variance in the zoning requirement when a ramp is installed to the front entrance of a building but will encroach on the established set-back by three feet.

**Self-Evaluation:** Means –

1. A public entity shall, within one year of the effective date of this part, evaluate its current services, policies, and practices, and the effects thereof, that do not or may not meet the requirements of this part and, to the extent modification of any such services, policies, and practices is required, the public entity shall proceed to make the necessary modifications.
2. A public entity shall provide an opportunity to interested persons, including individuals with disabilities or organizations representing individuals with disabilities, to participate in the self-evaluation process by submitting comments.
3. A public entity that employs 50 or more persons shall, for a least three years following completion of the self-evaluation, maintain on file and make available for public inspection: (a) A list of the interested person consulted; (b) A description of areas examined and any problems identified; and (c) A description of any modifications made.

**Structurally Impracticable:** Changes having little likelihood of being accomplished without removing or altering a load bearing structural member and/or incurring an increased cost of 50 percent or more of the value of the element of the facility or building involved.

**Technically Infeasible:** With respect to an alteration of an existing element, that it has little likelihood of being accomplished because existing physical or site constraints prohibit modification or addition of elements, spaces, or features to bring the element into full and strict compliance with the minimum requirements for new construction and which are necessary to provide accessibility.

**Transition plan:**

1. In the event that structural changes to facilities will be undertaken to achieve program accessibility, a public entity that employs 50 or more persons shall develop a transition plan setting forth the steps necessary to complete such changes. A public entity shall provide an opportunity to interested persons, including individuals with disabilities or organizations representing individuals with disabilities, to participate in the development of the transition plan by submitting comments. A copy of the transition plan shall be made available for public inspection.

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2. If a public entity has responsibility or authority over streets, roads, or walkways, its transition plan shall include a schedule for providing curb ramps or other sloped areas where pedestrian walks cross curbs, giving priority to walkways serving entities covered by the Act, including State and local government offices and facilities, transportation, places of public accommodation, and employers, followed by walkways serving other areas.
  3. The plan shall, at a minimum –
    - a) Identify physical obstacles in the public entity’s facilities that limit the accessibility of its programs or activities to individuals with disabilities.
    - b) Describe in detail the methods that will be used to make the facilities accessible;
    - c) Specify the schedule for taking the steps necessary to achieve compliance with this section and, if the time period of the transition plan is longer than one year, identify steps that will be taken during each year of the transition period; and
    - d) Indicate the official responsible for implementation of the plan.

**Undue Burden:** An action requiring significant difficulty or expense when considering the nature and cost of the accommodation in relation to the size, resources, and structure of the specific operation.

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**APPENDIX A**  
**GRIEVANCE POLICY AND PROCEDURE**  
**ADA DISCRIMINATION GRIEVANCE FORM**

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## **Pulaski County Grievance Procedure**

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1. Any and all grievances and/or complaints shall be submitted in writing to the office of the ADA Coordinator. The written documentation shall include:
  - A. The name, address and telephone number of the complainant
  - B. The names, addresses and telephone numbers of associated witnesses;
  - C. A narrative and/or statement, in sufficient written detail including date and time of the incident to fully define and explain the alleged violation of the ADA regulations;
  - D. A narrative and/or statement, in sufficient written detail, identifying proposed recommendations, from the complainant's viewpoint, to adequately resolve the alleged violation; and
  - E. Any other written information or documentation to more fully explain or identify the alleged violation.

Grievances should be sent to:

**Sheryl Gaillard (ADA Coordinator)**

**112 East Main Street**

**Winamac, IN 46996**

**(574) 946-6391**

2. Any and all grievances and/or complaints shall be filed no later than thirty (30) days after the complainant becomes aware of an alleged violation.
3. An investigation, as may be appropriate, shall be initiated following the filing of a grievance and/or complaint. The investigation shall be under the administrative direction of the ADA Coordinator and involve appropriate County staff members as deemed necessary. This procedure contemplates informal but thorough investigations, affording the complainant, County staff and all other interested parties and their representatives, if required, an opportunity to further explain or provide additional evidence beyond that submitted or known when the complaint was filed.
4. The ADA Coordinator, at his or her discretion, may meet in person with the complainant, County staff members or other interested parties or representatives to discuss the alleged violation, the resultant investigation and any pertinent aspects of the complaint situation.
5. A written determination as to the validity of the written grievance and/or complaint filed along with a description of resolution, if any, shall be issued by the ADA Coordinator and a copy forwarded to the complainant via Certified Mail or Personal Service Delivery no later than thirty (30) days after the initial grievance or complaint filing. This thirty (30) day period may be extended upon the approval of the complainant and the ADA Coordinator in instances where investigation or research requires additional time for proper grievance or complaint consideration.
6. The ADA Coordinator shall maintain the files and records of any and all ADA grievances and/or complaints filed.

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7. A complainant may request a reconsideration of a written grievance and/or complaint filed in instances where he or she is dissatisfied with the resolution decision made by the ADA Coordinator. A request for reconsideration shall be made in writing to the County Commissioners. This written request must be received by the Office of the Pulaski County Auditor within ten (10) days after receipt of the ADA Coordinator's determination in which the complainant is aggrieved, including the complainant's rebuttal to these conflict areas. The County Commissioners, at their discretion, may meet in person with the complainant, ADA Coordinator, County staff members or other interested parties or representatives to discuss the reconsideration issue. A written determination as to the validity of the written reconsideration request along with a description of resolution, if any, shall be issued by the County Commissioners and a copy forwarded to the complainant via Certified Mail or Personal Service Delivery no later than fifteen (15) days after filing of the written reconsideration request. This fifteen (15) day period may be extended upon the approval of the complainant and the County Commissioners in instances where investigative or research needs require additional time for proper reconsideration review. The decision of the County Commissioners shall be final.

**Pulaski County Commissioners**  
**Office of the Pulaski County Auditor**  
**112 East Main Street**  
**Winamac, IN 46996**

8. The right of a person to the prompt and equitable resolution of a written complaint filed hereunder shall not be impaired by the person's pursuit of other remedies such as the filing of an Americans with Disabilities Act (ADA) complaint with the responsible federal Department or Agency. The utilization of this Pulaski County Grievance Procedure is not a prerequisite to the pursuit of other remedies.
9. This Grievance Procedure related to County Services, Programs or Facilities shall be construed to protect the substantive rights of interested persons, to meet appropriate due process standards, and to assure that Pulaski County meets the spirit and guidelines of the Americans with Disabilities Act (ADA).

In addition to this Grievance Procedure for County Services, Programs or Facilities, Pulaski County has also enacted Grievance Procedures for its Employment and Personnel Policies. Grievances and/or complaints related to the County's Employment and Personnel Policies should be directed to the Department Head of the affected department. Any and all complaints filed with specific areas shall also be forwarded to the ADA Coordinator for information, review and administrative oversight to allow for responsive and equitable resolution of the grievance or complaint situation.

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## Pulaski County Government

### ADA Complaint Form

#### 10. Personal Information

Full Name:

\_\_\_\_\_

10.1. Last 10.2. First 10.3. M.I.

Address:

\_\_\_\_\_

10.4. Street Address 10.5. Apartment /Unit #

\_\_\_\_\_

10.6. City 10.7. State 10.8. ZIP Code

Home Phone:

Alternate Phone:

\_\_\_\_\_

Best Time to call:

\_\_\_\_\_

Email:

\_\_\_\_\_

#### 11. Complaint Description

Please provide a complete description of the specific issue(s) you believe inconsistent with Title II of the Americans with Disabilities Act (use additional pages as necessary and provide documentation supporting the allegation).

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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**12. Location(s) of Complaint**

Please provide a specific location(s) of the ADA issues prompting this complaint.

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**13. Date of Issue**

Date when the ADA non-compliance occurred / was noted

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**14. Complaint Resolution**

Please state as specifically as possible what you think should be done to resolve this complaint.

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**15.**

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Signature

Date

Mail completed form to:

Pulaski County ADA Coordinator  
112 East Main Street  
Winamac, Indiana 46996



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**16. For Agency Use Only**

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Date Complaint was Received

Date Complaint was Investigated

Results of Investigation (attach supporting documentation or photographs)

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Date Complainant Contacted

Method of contact ( ) Phone ( ) Letter ( ) Personal Visit

Complaint Resolved? ( ) Yes ( ) No (forward for review)

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**APPENDIX B**  
**BUILDING ASSESSMENT DATA**  
ANNEX  
COUNTY HIGHWAY DEPARTMENT  
COURTHOUSE  
JUSTICE CENTER  
WEST ANNEX

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## **APPENDIX C**

### LANGUAGE IDENTIFICATION FLASHCARDS

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For Courts: Language Line

telephonic interpretation service: (800) 752- interpretation service:

6096

[place sticker here]

# I Speak

## Language Identification Cards

These cards enable literate individuals with limited English proficiency (LEP) to correctly identify the language for which they need interpretation services.



The Indiana Supreme Court is committed to ensuring meaningful access to justice to all, regardless of language proficiency.

The Court is pleased to provide these language identification cards to ensure that the correct interpreter is used for LEP persons.

The cards are a resource for all who work in the justice system, to ensure that we communicate effectively, meaningfully, and accurately in all of our encounters.

### Your agency's language

The Commission on Race and Gender Fairness Fund and the Indiana Court Interpreter Grant Program supported the development of this guide. For more information on court interpretation services and court reform grants, please visit: [courts.in.gov](http://courts.in.gov)

The contents of the guide were adapted from the following sources: U.S. Department of Homeland Security; U.S. Department of Justice Bureau of Justice Assistance; Ohio Office of Criminal Justice Services; and Raksha, Inc. in Atlanta, Georgia.

## A

**AMHARIC** እኔ አማርኛ  
መናገር

**ARABIC**

أنا أتحدث اللغة العربية

**ARMENIAN**

Ես խոսում եմ հայերեն ես

## B

**BENGALI**

আমী বাংলা কথা বোলতে পারী

**BOSNIAN**

Ja govorim bosanski

Аз говоря български

**BURMESE**

ကျွန်တော်/ကျွန်မ မြန်မာ လို ပြောတတ် ပါတယ်။

## C

**CAMBODIAN**

ខ្ញុំនិយាយភាសាខ្មែរ

**CANTONESE**

我講廣東話 traditional

我讲广东话 simplified

**CATALAN**

Parlo català

## CHIN

Lai Tong ka ton—Falam chin

Lai Holh Ka thiam—Hakha chin

Zo bya ka thya—Zo tung Chin

**CROATIAN**

Govorim hrvatski

**CZECH**

Mluvím česky

## D

**DANISH**

Jeg taler dansk

**DARI**

من دری حرف می زنم

**DUTCH**

Ik spreek Nederlands

## E

**ESTONIAN**

Ma räägin eesti keelt

## F

**FARSI**

من فارسی صحبت می کنم.

b.

**FINNISH**

Puhun suomea

**FRENCH**

Je parle français

**G**

**GERMAN**

Ich spreche Deutsch

**GREEK**

Μιλάω στα ελληνικά

**GUJARATI**

હુ ગુજરાતી બોલુ છુ

**H**

**HAITIAN CREOLE**

M pale kreyòl ayisyen

**HEBREW**

אני מדבר masculine

עברית אני מדברת feminine

עברית

मैं हिंदी बोलता हूँ ।

**HMONG**

**HINDI**

Kuv hais lus Hmoob

zélek

magyarul

**ICELANDIC**

Ég tala íslensku

**ILOCANO**

Agsaonak ti Ilokano **INDONESIAN**  
saya bisa berbahasa Indonesia

ro

italiano

**J**

**JAPANESE**

私は日本語を話す

**K**

**KACKCHIQUEL**

Quin chagüic' ká

chábal' ruin' rí tzújon

cakchiquel

**KAREN**

ယကတိကညိကိုန်

e.

**KIRUNDI**

Ndavuga Ikirundi

Nvuga Ikirundi

**KOREAN**

나는 한국어로 이야기

**KURDISH**

man Kurdii zaanim

**KURMANCI**

man Kurmaanjii zaanim

**L**

LAOTIAN

□ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □

□ □ □ □ □ □

LATVIAN

Es runāju latviski

LITHUANIAN

Aš kalbu lietuviškai

M

MANDARIN

我講國語 traditional

我讲国语/普通话 simplified

MAM

Bán chiyola tuj kíyol mam

MON

အဲဟို အင်္ဂလိပ် ဘာသာ

N

□ □ □ □ □ □ □ □

□ □ □ □ □ □

NORWEGIAN

Jeg snakker norsk

P

PERSIAN

من فارسی صحبت می کنم.

POLISH

Mówię po polsku

PORTUGUESE

Eu falo português do Brasil for Brazil

Eu falo português de Portugal for Portugal

PUNJABI

ਮੈਂ ਪੰਜਾਬੀ ਬੋਲਦਾ/ਬੋਲਦੀ ਹਾਂ।

Q

Q'ANJOB'AL

Ayin tí chí walq' anjob' al

QUICHE

In kinch'aw k'uin ch'e quiche

R

ROMANIAN

Vorbesc românește

RUSSIAN

Я говорю по-русски

S

SERBIAN

Ja govorim srpski

SIGN LANGUAGE (AMERICAN)



I, ME



SIGN, SIGN LANGUAGE



SINHALESE

මම සිංහල කතා කළ හැකිය

SLOVAK

Hovorím po slovensky

OVENIAN

Govorim slovensko

SOMALI

Waan ku hadlaya af-Soomaali

SPANISH

Yo hablo español

SWAHILI

Ninaongea Kiswahili

SWEDISH

Ja talar svenska

T

TAGALOG

Marunong akong man-Tagalog

TAMIL

நான் தமிழ் பேச

India

நான் தமிழ் கதைப்பேன்

Sri Lanka

THAI

พูดภาษาไทย

TIGRINYA

ትግርኛ እዛረብ

TURKISH Türkçe

konuşurum

U

UKRAINIAN

Я розмовляю українською мовою

URDU

میں اردو بولتا ہوں

.V

m. VIETNAMESE

Tôi nói tiếng Việt

W

n. WELSH

Dwi'n siarad

X

XHOSA

Ndithetha isiXhosa

Y

YIDDISH

איך רעד יידיש

YORUBA Mo nso Yooba

Z

ZULU

Ngiyasikhuluma isiZulu

## Select ethnic languages of Burma/Myanmar

Ethnic Grouping	Linguistic Variant	Phrase in the Ethnic Languages	
Kachin	Jingpho	Ngai jinghpaw ga shaga ai	
	Lisu	ΛW LI-SU ΛO: X. ၂၃., LO-	
	Rawang	Nga Rawang Ka Shxne	
Karenni (Kayah)	Karrenni/Padaun	ဗုဒ္ဓဗုဒ္ဓိကရင်ဂါယာဗုဒ္ဓဗုဒ္ဓ ငမုဗ	
Karen	S'gaw	ယကတိကေညီကိုက်	
	Eastern Pwo	ယုံခိုင်ဖုံ	
Chin	Tedim	Kei Tedim Pau pau ing	
	Falam	Falam tong ka tong	
	Hakha	Hakha holh ka thiam	
	Zophei	Zyphe rae ka cui	
	Thantlang	Thantlang holh ka thiam	
	Lautu	Lautu စကားပြောပါသည်	
	Matu	Matu awl ka cal	
	Mindat	Mindat စကားပြောပါသည်	
	Kanpetlet	Kanpetlet စကားပြောပါသည်	
	Mizo	Mizo tong ka thiam	
	Mara	Mara reih ei chei	
	Zotung	Zo Bya Ka Thya	
	Kumi	Kumi စကားပြောပါသည်	
	Mon	Mon/Mun	အဲဟီအရေဝ်မန်ရ
	Bamar	Burmese	မြန်မာစကားပြောပါသည်
Arakan (Rakhine)	Rakhine/Arakan	ရခိုင်ပိုင်စကားပြောပါရေ	
	Rohingya	Rohingya စကားပြောပါသည်	
Shan	Palaung	Palaung စကားပြောပါသည်	
	Shan	Shan	

စကားပြောပါသည်

## o. Select indigenous languages of Mexico

Agrupación Lingüística	Variante Lingüística	Frase en español	Frase en lengua
chichimeo jonaz	chichimeco jonaz	yo hablo chichimeca	ikáuj úza' ér~í
mazateco	mazateco del norte	yo hablo mazateco Hablo la lengua de Santa María Chilchotla	Cha'ña enná Cha'ña énn nda xo
maya	maya	Yo hablo maya	teen k-in t'aan maya
mixe	mixe bajo	Yo hablo mixe	Madyakpiëch ayuuk

	mixe alto, de Tlahuitoltepec	Yo hablo mixe	Xaamkëjxpët ayuujk ës nkajpyxypy
mixteco	mixteco del oeste de la costa	yo hablo mixteco	Yuu kain se'en savi ñu ñundua
náhuatl	náhuatl de la huasteca veracruzana (se entiende junto con Veracruz y San Luis Potosí)	yo hablo náhuatl	Na nitlajtowa náhuatl
tojolabal	tojolabal	yo hablo tojolabal	Ja ´ke ´ni wala kúmaniyon tojol-abál
triqui	triqui de la baja	yo hablo triqui	'unj a'mii xna' ánj nu' a
tseltal	tseltal (variante unificada)	yo hablo tseltal	Te jo'one ja k'op te bats'il k'op tseltal
tsotsil	tseltal (variante unificada)	yo hablo tsotsil	Vu'une jna'xi k' opoj ta bats'i k'op
zapoteco	zapoteco de la planicie costera	yo hablo zapoteco	Naa riné' diidxazá
chinanteco	chinanteco del sureste medio	yo hablo chinanteco	Jnea lo'n jujmíí kíee' dsa mo' kuõo