

# **Pulaski County Human Services, Inc.**

## **Reasonable Modification Policy**

### **1. Purpose**

The purpose of the reasonable modification policy is to ensure that Pulaski County Human Services, Inc. offers equal and effective opportunities and access to public transportation services for persons with disabilities and full compliance with the provisions of the Title II of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973.

### **2. Policy**

Pulaski County Human Services, Inc. is committed to providing equal access and opportunity to qualified individuals with disabilities in all programs, services and activities. Pulaski County Human Services, Inc. recognizes that in order to have equally effective opportunities and benefits, individuals with disabilities may need reasonable modifications to policies and procedures. Pulaski County Human Services, Inc. will adhere to all applicable federal and state laws, regulations and guidelines with respect to providing reasonable modifications, as necessary, to afford equal access to programs for persons with disabilities. Pulaski County Human Services, Inc. does not discriminate on the basis of disability in admission to, participation in, or receipt of services and benefits under any transit program or activity. Pulaski County Human Services, Inc. will take appropriate steps to ensure that persons with disabilities have an equal opportunity to participate.

No qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of Pulaski County Human Services, Inc., or be subject to discrimination by Pulaski County Human Services, Inc..

### **3. Reasonable Modifications**

A reasonable modification is a change or exception to a policy, practice, or procedure that allows disabled individuals to have equal access to programs, services, and activities. Pulaski County Human Services, Inc. will make reasonable modifications to policies, practices and procedures when necessary to ensure access to transit services for qualified individuals with disabilities, unless:

- Making the accommodation would fundamentally alter the nature of the public transportation service.
- Making the accommodation would create a direct threat to the health or safety of other passengers.

- The individual with a disability is able to fully use Pulaski County Human Services, Inc.'s service without the accommodation being made.

For the purposes of this section, the term reasonable accommodation shall be interpreted in a manner consistent with the term “reasonable modifications” as set forth in the Americans with Disabilities Act Title II regulations at 28 CFR 35.130(b)(7), and not as it is defined or interpreted for the purposes of employment discrimination under Title I of the ADA (42 U.S.C. 12111–12112) and its implementing regulations at 29 CFR part 1630.

#### **4. Eligibility Criteria**

An individual is eligible to be considered to receive a reasonable modification if that individual has: a physical or mental impairment that substantially limits one or more of the major life activities of such individual; a record of such impairment; or been regarded as having such impairment.

#### **5. Requests for Reasonable Modifications**

Pulaski County Human Services, Inc. shall make information about how to contact Pulaski County Human Services, Inc. to make requests for reasonable modifications readily available to the public through its website and rider policy guidelines. Pulaski County Human Services, Inc. shall follow these procedures in taking requests:

- a. Individuals requesting modifications shall describe what they need in order to use the service.
- b. Individuals requesting modifications are not required to use the term “reasonable modification” when making a request. Personnel at Pulaski County Human Services, Inc. will determine if the request represents a reasonable modification and proceed in accommodating the request accordingly.
- c. Whenever feasible, Pulaski County Human Services, Inc. requests that individuals make such requests for modifications before Pulaski County Human Services, Inc. is expected to provide the modified service.
- d. Where a request for modification cannot practicably be made and determined in advance (*e.g.*, because of a condition or barrier at the destination of a paratransit, demand response, or fixed route trip of which the individual with a disability was unaware until arriving), operating personnel shall make a determination of whether the modification should be provided at the time of the request. Operating personnel may consult with Pulaski County Human Services, Inc.'s management before making a determination to grant or deny the request.

Requests for accommodation may be made either orally or in writing. The reasonable accommodation process begins as soon as the request for accommodation is made.

The request can be submitted in any written format. Alternative means of filing a request, such as personal interviews, phone calls, or taped requests, will be made available for persons with disabilities if unable to communicate their request in writing or upon request.

## **6. Interactive Process**

When a request for accommodation is made, Pulaski County Human Services, Inc. and the individual requesting an accommodation must engage in a good faith interactive process to determine what, if any accommodation shall be provided. The individual and the Pulaski County Human Services, Inc. must communicate with each other about the request, the process for determining whether an accommodation will be provided, and the potential accommodations. Communication is a priority throughout the entire process.

## **7. Time Frame for Processing Requests and Providing Reasonable Modification**

Pulaski County Human Services, Inc. will process requests for reasonable accommodation and then provide accommodations, where appropriate, in as short a time frame as reasonably possible. Pulaski County Human Services, Inc. recognizes, however, that the time necessary to process a request will depend on the nature of the accommodation(s) requested and whether it is necessary to obtain supporting information.

## **8. Granting a Reasonable Modification Request**

As soon as Pulaski County Human Services, Inc. determines that a reasonable accommodation will be provided, that decision shall be immediately communicated to the individual. This notice must be in writing in order to maintain the required information for reporting purposes. Upon request, alternative means of response will be provided.

In choosing among alternatives for meeting nondiscrimination and accessibility requirements with respect to new, altered, or existing facilities, or designated or specified transportation services, Pulaski County Human Services, Inc. shall give priority to those methods that offer services, programs, and activities to qualified individuals with disabilities in the most integrated setting appropriate to the needs of individuals with disabilities.

## **9. Denying a Reasonable Modification Request**

As soon as Pulaski County Human Services, Inc. determines that a request for reasonable accommodation will be denied, Pulaski County Human Services, Inc. will communicate the basis for the decision in writing to the individual requesting the modification. The explanation for the denial will clearly state:

- a. the specific reasons for the denial;
- b. any alternative accommodation that may create the same access to transit services as requested by the individual; and
- c. the opportunity to file a complaint relative to the Pulaski County Human Services, Inc.'s decision on the request.

## **10. Complaint Process**

Pulaski County Human Services, Inc. has a process for investigating and tracking complaints from qualified individuals. These procedures shall be posted on the Pulaski County Human Services, Inc.'s website and will be provided to any individual where the Pulaski County Human Services, Inc. has denied a request for accommodation. The process and any forms necessary to file a complaint are readily available from the web. Alternative means of filing complaints, such as personal interviews, phone calls, or taped requests, will be made available for persons with disabilities if unable to communicate their request in writing or upon request.

Any person who believes she or he has been discriminated against in obtaining a reasonable modification may file a complaint by completing and submitting a Pulaski County Human Services, Inc.'s Reasonable Modification Complaint Form. Pulaski County Human Services, Inc. investigates complaints received no more than 30 days after receipt. Pulaski County Human Services, Inc. will process complaints that are complete. Once the complaint is received, the complainant will receive an acknowledgement of receipt. If more information is needed to resolve the complaint, Pulaski County Human Services, Inc. may contact the complainant. The complainant has 30 business days from the date of the letter to send requested information to Pulaski County Human Services, Inc..

If Pulaski County Human Services, Inc. is not contacted by the complainant or does not receive the additional information within 30 business days, the Pulaski County Human Services, Inc. may administratively close the complaint. In addition, a complaint may be administratively closed if the complainant no longer wishes to pursue their case.

After Pulaski County Human Services, Inc. investigates the complaint, a decision will be rendered in writing to the complainant. Pulaski County Human Services, Inc. will issue either a Letter of Closure or Letter of Finding.

- a. *Letter of Finding* – This letter will summarize the complaint, any interviews conducted regarding the complaint, and explain what actions will be taken by Pulaski County Human Services, Inc. to address the complaint.
- b. *Letter of Closure* – This letter will explain why Pulaski County Human Services, Inc. has determined that the complaint does not merit accommodation under the Americans with Disabilities Act and that the complaint will be closed.

If the complainant disagrees with the decision of Pulaski County Human Services, Inc., an opportunity to appeal the decision may be pursued provided the complainant files notice of appeal within 21 days of the initial decision of Pulaski County Human Services, Inc..

In the event of appeal, the complainant will be granted all due process, including the ability to be present additional evidence, present the case in person during an appeal hearing, and to be represented by counsel.

#### **11. Designated Employee**

Pulaski County Human Services, Inc. shall designate one official within the organization responsible for processing reasonable modification requests and handling complaints. This individual is:

Name: Margarita Mendiola, Associate Director  
Pulaski County Human Services, Inc.  
Address: PO Box 32 115 W Pearl St Winamac, IN 46996

Telephone: 574-946-6500  
E-mail: pulaskipchs@embarqmail.com

#### **12. Record Retention**

Pulaski County Human Services, Inc. will maintain all records related to reasonable modification requests and denials for at least three (3) years.