

AN ORDINANCE RELATING TO THE ESTABLISHMENT OF
GRIEVANCE PROCEDURES RELATING TO SUSPECTED OR
ALLEGED DISCRIMINATION ON THE BASIS OF HANDI-
CAPPED STATUS IN NELSON COUNTY, KENTUCKY.

WHEREAS, the Federal Revenue Sharing Program regulations and Section 504 of the Rehabilitation Act of 1973 prohibit discrimination on the basis of handicapped status in programs of Federal financial assistance, and

WHEREAS, it is the policy of Nelson County, Kentucky to promote equal opportunity with respect to its programs funded with Federal funds, and

WHEREAS, Nelson Fiscal Court, Kentucky does not discriminate on the basis of handicapped status in admission or access to, or treatment or employment in, its programs or activities as defined in the Federal Revenue Sharing Program regulations (51.51,1).

WHEREAS, the Court held a first reading on the proposed Ordinance on ^{Oct. 7, 1984} November 16, 1984, and ordered same to be advertised for a second reading. At the meeting held on December 4, 1984, and after due consideration, and upon motion made by and seconded by

NOW THEREFORE BE IT ORDAINED BY THE FISCAL COURT OF NELSON COUNTY, COMMONWEALTH OF KENTUCKY:

SECTION ONE: GRIEVANCE PROCEDURE.

The following procedures shall be the grievance procedures for complaints relating to suspected or alleged discrimination on the basis of handicapped status in the County of Nelson, Kentucky, and shall be used by those who believe they have been discriminated against by Nelson County, Kentucky based on handicapped status with respect to Federally funded programs:

A. Any person (employee or citizen) who believes that he or she has been subject to discrimination as prohibited by the Federal Revenue Sharing program regulations and Section 504 of the Rehabilitation Act of 1973, may personally or by a representative, file a complaint with the Office of Judge Executive, Fiscal Court of Nelson County, Kentucky. A person who has not personally been subjected to discrimination may also file a complaint.

B. When any person, (citizen, applicant or employee) who believes he or she has been adversely effected by an act or decision by the Fiscal Court of Nelson County, Kentucky, and that such act or decision was based on handicapped status shall have

the right to process a complaint or grievance in accordance with the following procedure.

Step One: An aggrieved person must submit a written statement to the Judge Executive setting forth the nature of the discrimination alleged and facts upon which the allegation is based.

Step Two: The Judge Executive shall contact the complainant no later than fifteen (15) days after receiving the written statement to establish an informal meeting with the objective of resolving the matter informally. However, in no case shall the informal meeting be conducted sooner than five (5) days nor more than forty-five (45) days after receiving the written statement.

There shall be prepared a written documentary of the discussions at the informal meeting, which shall be preserved in the records of the Fiscal Court of Nelson County, Kentucky.

Step Three: Within fifteen (15) days of the informal meeting if no decision has been made by the Judge Executive, or the decision of the Judge Executive does not satisfy the complainant, he or she may request a hearing with the Fiscal Court of Nelson County, Kentucky, by submitting a written request to the Judge Executive.

Step Four: In thus discussing the grievance, the complainant may designate any person of his choice to appear with him and participate in the discussion. The Fiscal Court of Nelson County, Kentucky, shall require the Judge Executive to participate in the discussion of the grievance, when it is brought before the Fiscal Court of Nelson County, Kentucky. The Fiscal Court of Nelson County, Kentucky shall issue a written decision on the matter within fifteen (15) days, and the decision shall be the final procedure for the complainant at the local level.

There shall be prepared a written documentary of the decision at the hearing, which shall be preserved in the records of the Fiscal Court of Nelson County, Kentucky.

SECTION TWO: The administration of these procedures and related Federal and State Regulations shall be the responsibility of the Judge Executive of Nelson County, Kentucky.

SECTION THREE: These procedures may be amended by ordinance to comply with court directives or additional Federal and State Regulations.

SECTION FOUR: This ordinance shall become effective when adopted and published as required by law.

Adopted this 7 day of December, 1984, by a vote of 6 ayes and 0 nays.

NELSON COUNTY FISCAL COURT

BY: Niki Allen
County Judge Executive

ATTEST:
Clerk Phyllis S. Mattingly
WK12

Adopted 12-4-84
effective 12-6-84