

FROM (DEPT/ DIVISION): County Counsel

SUBJECT: Nondiscrimination Policy

<p>Background:</p> <p>Umatilla County has had an adopted nondiscrimination personnel policy for a number of years. Due to requirements to receive federal funding, the county must have a nondiscrimination policy prohibiting discrimination on the basis of disability, applicable to all of its federally assisted programs, not just employment. The policy is before the Board for consideration and adoption.</p>	<p>Requested Action:</p> <p>Adopt Order No. BCC2023-010</p>
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ATTACHMENTS: Proposed Order

*****For Internal Use Only*****

Checkoffs:

- () Dept. Heard (copy)
- () Human Resources (copy)
- () Fiscal
- (X) Legal (copy)
- () (Other - List:)

To be notified of Meeting:

Needed at Meeting:

Scheduled for meeting on: March 15, 2023

Action taken:

Follow-up:

THE BOARD OF COMMISSIONERS OF UMATILLA COUNTY

STATE OF OREGON

In the Matter of Adoption of)
Policy of Non-Discrimination) Order No. BCC2023-010
for Umatilla County)

WHEREAS Section 504 of the Rehabilitation Act of 1973, as amended, codified as 29 USC Section 794, prohibits discrimination on the basis of disability;

WHEREAS Umatilla County has federal assisted program or activities, and is subject to Section 504;

WHEREAS since at least 1997, Umatilla County has an adopted personnel policy prohibiting discrimination, but has not ever documented this policy applicable to individuals participating in its programs or activities.

NOW THEREFORE the Umatilla County Board of Commissioners orders and adopts this policy of Non-Discrimination, to be identified as Umatilla County Policy No. 1.

Umatilla County does not discriminate against qualified individuals with disabilities in the admission or access to, or treatment or employment in, its federal assisted programs or activities.

The grievance procedures for complaints of alleged discrimination based on disability are attached to this order and incorporated by this reference. The procedures are approved and adopted.

Umatilla County Counsel is designated to coordinate compliance with the nondiscrimination requirements contained in the Department of Housing and Urban Development's regulations implementing Section 504 (24 CFR Part 8)

DATED this 15th day of March, 2023.

UMATILLA COUNTY BOARD OF COMMISSIONERS

Daniel N. Dorran, Chair

John M. Shafer, Commissioner

Celinda A. Timmons, Commissioner

ATTEST:
OFFICE OF COUNTY RECORDS

Records Officer

Section 504 Discrimination Grievance Procedure
Umatilla County Policy No. 1
Adopted March 15, 2023

Any person who believes she or he has been subjected to discrimination on the basis of disability may file a grievance under this procedure. It is against the law for Umatilla County to retaliate against anyone who files a grievance or cooperates in the investigation of a grievance.

Procedure:

Grievances must be submitted to the Section 504 Coordinator within 60 days of the date the person filing the grievance becomes aware of the alleged discriminatory action.

A complaint must be in writing, containing the name and address of the person filing it. The complaint must state the problem or action alleged to be discriminatory and the remedy or relief sought.

The Section 504 Coordinator (or her/his designee) shall conduct an investigation of the complaint. This investigation may be informal, but it must be thorough, affording all interested persons an opportunity to submit evidence relevant to the complaint. The Section 504 Coordinator will maintain the files and records of (insert name of facility/agency) relating to such grievances.

The Section 504 Coordinator will issue a written decision on the grievance no later than 30 days after its filing.

The person filing the grievance may appeal the decision of the Section 504 Coordinator by writing to the Board of Commissioners within 15 days of receiving the Section 504 Coordinator's decision. The Board of Commissioners shall issue a written decision in response to the appeal no later than 30 days after its filing. The decision of the Board of Commissioners is final.

The availability and use of this grievance procedure does not prevent a person from filing a complaint of discrimination on the basis of disability with the U. S. Department of Health and Human Services, Office for Civil Rights.

A record of action taken on each complaint will be maintained as part of the records or minutes at each level of the grievance process.