



Americans with Disabilities Act Compliance

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the Three Rivers Park District will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities, and will apply the concepts of universal design, wherever feasible, in development and redevelopment of areas and facilities.

Employment: Three Rivers Park District does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations.

Effective Communication: Three Rivers Park District will provide appropriate aids and services leading to effective communication so everyone can participate in Three Rivers programs, services and activities.

Anyone who requires an auxiliary aid or special accommodations, to participate in a program, service, or activity of the Three Rivers Park District should contact the program center or department responsible for the program or service; or Beth Nash, Public Affairs Coordinator. Please provide advanced notice prior to a schedule event. 14 days prior to the event is preferred to make necessary accommodations. Email requests to access@threeriversparkdistrict.org or phone 763.559.6707.

Please discuss limitations resulting from your disability and potential accommodations to those limitations.

Modifications to Policies and Procedures: Three Rivers Park District will make all reasonable modifications to policies and programs to ensure everyone has an equal opportunity to enjoy all of its programs, services, and activities.

- Other Power Driven Mobility Devices
- Recreation and Outdoor Education programs

Suggestions or complaints that a program, service, or activity of Three Rivers Park district is not accessible to persons with disabilities should be directed to Linda Seaton or Don DeVeau, ADA Coordinators. Email access@threeriversparkdistrict.org or phone 763.559.6707.

If you are not satisfied with the results of the process, please follow the ADA Grievance Procedures.



Grievance Procedure under Title II of the Americans with Disabilities Act

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act of 1990 ("ADA"). It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in the provision of services, activities, programs, or benefits by the Three Rivers Park District. The Three Rivers Park District Personnel Policy governs employment-related complaints of disability discrimination.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and location, date, and description of the problem. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint will be made available for persons with disabilities upon request.

The complaint should be submitted by the grievant and/or his/her designee as soon as possible but no later than 60 calendar days after the alleged violation to:

Linda Seaton
ADA Coordinator and Senior Outdoor Education Manager
Three Rivers Park District, 3000 Xenium Lane N., Plymouth, MN 55441

Within 15 calendar days after receipt of the complaint, the ADA Coordinator or his/her designee will respond to the complainant to discuss the complaint and the possible resolutions. Within 30 calendar days of the discussion, the ADA Coordinator or his/her designee will respond in writing, and where appropriate, in a format accessible to the complainant, such as large print, Braille, or audio tape. The response will explain the position of the Three Rivers Park District and offer options for substantive resolution of the complaint.

An investigation, as may be appropriate, shall follow a filing of grievance. The investigation will be conducted by the ADA Coordinator or his/her representative(s).

If the response by the ADA Coordinator or his/her designee does not satisfactorily resolve the issue, the complainant and/or his/her designee may appeal the decision within 15 calendar days after receipt of the response to the Three Rivers Park District Superintendent or his/her designee.

Within 15 calendar days after receipt of the appeal, the Superintendent or his/her designee will meet with the complainant to discuss the complaint and possible resolutions. A Compliance Review committee will be appointed. The Committee shall be comprised of 2-3 Park District staff, a representative of the disability community, and a health/medical/therapeutic recreation professional. The Committee shall issue its decision within ninety (90) days after the filing of the request for reconsideration.

All written complaints received by the ADA Coordinator or his/her designee, appeals to the Superintendent or his/her designee, and responses from these two offices will be retained by the Park District for at least three years.

The right of a person to a prompt and equitable resolution of the grievance filed shall not be impaired by the person's pursuit of other remedies such as the filing of an ADA grievance with the Department of Justice. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies.

These rules shall be construed to protect the substantive rights of interested persons to meet appropriate due process standards and to assure that Three Rivers Park District complies with the ADA and implementing regulations.

Last updated 8/31/2011