



Selectmen's Office

www.essexct.gov

Norman M. Needleman, First Selectman
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Board of Selectmen:
Stacia R. Libby
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Essex Town Hall
29 West Avenue
Essex, Connecticut 06426
Telephone: 860-767-4340
Fax: 860-767-8509

TOWN OF ESSEX ADA MUNICIPAL GRIEVANCE PROCEDURE

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act. It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in employment practices and policies or the provision of services, activities, programs, or benefits by the Town of Essex.

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:

Mary Ellen Barnes, Social Services Representative
29 West Avenue, Essex, CT 06426
Telephone: 860-767-4340 x 201, Fax: 860-767-8509

Within 15 calendar days after receipt of the complaint, **Mary Ellen Barnes** will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, **Mary Ellen Barnes** 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 and offer options for substantive resolution of the complaint.

If the response by **Mary Ellen Barnes** does not satisfactorily resolve the issue, the complainant and/or his/her designee may appeal the decision of the ADA Coordinator within 15 calendar days after receipt of the response to the First Selectman or his or her designee.

Within 15 calendar days after receipt of the appeal, the First Selectman or his or her designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting the First Selectman or his or her designee will respond in writing, and where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints received by Town of Essex, appeals to the First Selectman or his or her designee, and responses from the ADA coordinator and First Selectman or his or her designee will be kept by the Town of Essex for at least three years.



Norman M. Needleman, First Selectman
Dated November 14, 2013