

# Stark County Board of Developmental Disabilities

Policy 4.18 Resolving Discrimination Complaints	Effective: 9/23/16
Chapter 4: Human Resources	Page 1 of 1

## RESOLVING DISCRIMINATION COMPLAINTS

### POLICY

Any individual receiving services or employee who believes that he or she has been the subject of discrimination because of his or her race, color, national origin, religion, age, gender, disability, veteran's status or any other legally protected status has the right to file a discrimination complaint and to have the complaint heard by the Equal Employment Opportunity/504 ADA Officer. (Karen Evans - Phone 479-3916, [evansk@starkdd.org](mailto:evansk@starkdd.org), Human Resources Department, Whipple-Dale Centre)

Parents, guardians or advocates may act on behalf of the individual receiving services and may assist the person in seeking a resolution to the complaint. The agency will inform the complainant of his or her rights and assist in the referral of the complaint if the complainant wishes.

The resolution of complaints within the agency shall provide for a period of counseling or negotiation between the agency and the complainant in an attempt to resolve the complaint prior to any formal proceedings.

Complainants with handicaps who need accommodation will be provided such auxiliary aids as are necessary to offer an equal opportunity to participate in the complaint process. This includes, but is not limited to, holding meetings in an accessible place and the provision of interpreters for the hearing impaired (if that is their preferred method of communication.)

<b>Historical Resolution Information</b>	<b>Reviewer(s):</b>								
<table><thead><tr><th>Date</th><th>Resolution Number</th></tr></thead><tbody><tr><td>1/13/05</td><td>1-10-05</td></tr><tr><td>5/18/13</td><td>05-40-13</td></tr><tr><td>8/23/16</td><td>08-36-16</td></tr></tbody></table>	Date	Resolution Number	1/13/05	1-10-05	5/18/13	05-40-13	8/23/16	08-36-16	Director of Human Resources
Date	Resolution Number								
1/13/05	1-10-05								
5/18/13	05-40-13								
8/23/16	08-36-16								