



THE CITY OF PUEBLO
Grievance Procedure under
The Americans with Disabilities Act

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act of 1990. 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 City. The City's 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 and with an appointment. If you require accommodation in this regard, please contact 719-553-2295 to set up an appointment.

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:

Mr. Sam Vigil
Bureau of Public Works
PO Box 1427
Pueblo, CO 81002

Within 15 calendar days after receipt of the complaint, Mr. Vigil or his designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, Mr. Vigil or his designee will respond in writing, and where appropriate, in format accessible to the complainant, such as large print, braille, or audio tape. The response will explain the position of the City and offer options for substantive resolution of the complaint.

If the response by Mr. Vigil or his 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 City Manager/other appropriate high-level official or his/her designee.

Within 15 calendar days after receipt of the appeal, the City Manager/other appropriate high-level official or his/her designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the City Manager/other appropriate high-level official or his/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 Mr. Vigil or his designee, appeals to the City Manager/other appropriate high-level official or his/her designee, and responses from these two offices will be retained by the City for at least three years.

Attachment B to Settlement Agreement between the United States of America and the City of Pueblo in
DJ# 204-13-269

Revised June 15, 2018