

COUNCIL POLICY

SUBJECT: PEOPLE WITH DISABILITIES

POLICY NO.: 000-03

EFFECTIVE DATE: December 9, 1991

BACKGROUND:

The issue of accessibility, both architecturally and programmatically by people with disabilities to public and private entities has been addressed by Section 504 of the Rehabilitation Act of 1973, and most recently by the passage of the Federal legislation known as the Americans with Disabilities Act. This broad reaching legislation addresses the right of people with disabilities to obtain equal access to services, programs, buildings, facilities, and employment.

PURPOSE:

It is the intent of the City Council that the City of San Diego take a proactive leadership role in addressing ways of making San Diego the “Accessible City,” and to address the requirements of the Americans with Disabilities Act by calling on all businesses and industries to work together toward this goal. In addition, it is the intent of the Council to ensure that the City of San Diego provides equal employment opportunities to persons with disabilities.

POLICY:

It shall be the policy of the City Council to ensure that the City of San Diego provide accessible City services, programs, and buildings, and to maintain compliance with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973.

In addition, it shall be the policy of the City Council to ensure that the City of San Diego maintains equal opportunity and affirmative action for people with disabilities in all aspects of employment, including recruitment, hiring, promotions, conditions and privileges of employment, training, compensation, benefits, discipline, layoffs, and termination of employment.

HISTORY:

“Preparation of Council Docket”

Adopted by Resolution R-187586 06/21/1966

Amended by Resolution R-192542 01/04/1968

Amended by Resolution R-196358 03/18/1969

Amended by Resolution R-202380 04/08/1971

Repealed by Ordinance O-11254 02/28/1974

People with Disabilities

Adopted by Resolution R-279130 12/09/1991

Attachments

COUNCIL POLICY

Attachment

DISABLED SERVICES WORK PLAN

The Disabled Services Program is responsible for ensuring that all City activities, programs, services, and employment provide equal opportunity for disabled persons and do not discriminate on the basis of disability in accordance with all applicable Federal and State laws and City policy. These goals are accomplished primarily by providing coordination of efforts and support to City staff in the form of technical assistance, problem resolution, and training; by developing and recommending new or revised policies, procedures and practices; and by acting as a liaison between the disabled community and the City.

GOAL: To increase the accessibility of City facilities, buildings, services, programs, and employment to people with disabilities through compliance with Federal and State legislation.

OBJECTIVE I

Coordinate a self-evaluation of City facilities, buildings, services, and programs, and develop a transition plan specifying architectural improvements by June, 1992.

Establish an Americans with Disabilities (ADA) Task Force comprised of representatives from each City department by November, 1991.

Establish and coordinate a Citizen's Review Committee who will interface with the Task Force to develop recommendations for a self-evaluation and transition plan by November, 1991.

Review and write revised Administrative Regulations. Provide technical assistance to City staff on the Policy provisions by December, 1991.

Remain current on resources, legal, and other developments, including ADA which affect equal opportunity for people with disabilities.

OBJECTIVE II

Promote equal opportunity and affirmative action for people with disabilities in all aspects of employment, including recruitment, hiring, promotions, conditions and privileges of employment, training compensation, benefits, discipline, layoffs, and termination of employment by July 26, 1992.

Work with Personnel and Risk Management to review employment policies and practices for compliance with relevant legislation.

Work with the Organizational Effectiveness Program to develop sensitivity with regard to diversity issues affecting people with disabilities.

Provide technical assistance to departments on specific disability issues as they arise in the area of employment.

Serve as a liaison with the ADA Task Force and the Citizen Review Committee with regard to personnel policy review and revision.

OBJECTIVE III

To promote “SAN DIEGO-THE ACCESSIBLE CITY” and the City of San Diego as a leader in this effort.

To work with business and industry in promoting the City’s policy and provide technical assistance when necessary.

Develop a brochure for the public regarding how people with disabilities access the City programs, facilities, and services.

Manage the City’s accessibility fund and develop guidelines for its use.

Participate in Disabled Awareness Month in October, 1992 and annually thereafter.