

Americans with Disabilities Act Transition Plan

2021

Regional Planning Commission of Greater Birmingham



RESOLUTION 2021-3
Americans with Disabilities Act (ADA) Transition Plan

WHEREAS, Title II of the Americans with Disabilities Act of 1990 (ADA) prohibits discrimination on the basis of disability by public entities; and

WHEREAS, Title II of the ADA mandates that every public agency with more than 50 employees complete a self-evaluation for accessibility of its facilities, services, programs, and activities; and

WHEREAS, the Regional Planning Commission of Greater Birmingham (RPCGB) has conducted a self-evaluation and determined compliance of its leased facilities, services, programs, and activities with ADA requirements; and

WHEREAS, a Transition Plan has been developed outlining RPCGB's compliance with ADA regulations.

NOW THEREFORE, BE IT RESOLVED that the Regional Planning Commission of Greater Birmingham adopts the ADA Transition Plan.

Adopted this 15th day of September 2021.



Ms. Eunie Rogers, Chair
Regional Planning Commission of Greater Birmingham

ATTEST:



Charles Ball, Executive Director
Regional Planning Commission of Greater Birmingham

PURPOSE

This Transition Plan is a review of the Regional Planning Commission of Greater Birmingham's (RPCGB's) compliance with applicable provisions of Title II of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973.

ABOUT RPCGB

The RPCGB is a planning organization that works through a consultation process with 84 local governments, citizens, nonprofits and the private sector in Blount, Chilton, Jefferson, Shelby, St. Clair, and Walker counties. The RPCGB provides opportunities and cost-effective solutions to assure physical and economic growth for everyone.

A portion of the RPCGB serves as staff to the Metropolitan Planning Organization (MPO) of greater Birmingham. The MPO decides, in cooperation with the Alabama Department of Transportation (ALDOT) what transportation projects are funded with the available local, state, and federal dollars. Decisions are made through a process involving four committees, operating under the Fixing America's Surface Transportation Act (FAST Act), the federal law governing surface transportation.

LEGISLATION

Regarding matters of discrimination, RPCGB falls under two federal laws: Title II of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973 (ADA). These statutes prohibit public agencies from discriminating against persons with disabilities by excluding them from services, programs, or activities. In particular:

- The ADA prohibits discrimination on the basis of disability by public entities. Title I prohibits employment discrimination. Title II of ADA applies specifically to all activities of state and local governments, including MPOs, and requires that government entities give people with disabilities equal opportunity to benefit from all programs, services and activities that may be offered. RPCGB, as the MPO, must:
 - Adhere to the standards set forth in Title II, which includes physical accommodation (accessibility to buildings and meeting) and in policies, practices, and procedures
 - Make reasonable modifications to policies, practices, and procedures, where necessary, to avoid discrimination
 - Make reasonable accommodations in order to provide physical access to its building and meetings
 - Make reasonable accommodations in order to communicate effectively with people who have hearing, vision, or speech impairments

- The Rehabilitation Act prohibits discrimination on the basis of disabilities in programs conducted by federal agencies, in programs receiving federal financial assistance, in federal employment and in the employment practices of federal contractors. Section 504 states that “no qualified individual with a disability in the United States shall be excluded from, denied the benefits of, or be subjected to discrimination under” any program or activity that receives federal financial assistance. In general, 504 regulations include reasonable accommodation for employees with disabilities, program accessibility, and effective communication to people with impaired vision and hearing.

POLICIES AND PRACTICES

Following is a description of RPCGB’s policies and practices that may affect people with disabilities.

ADA Coordinator

The ADA Coordinator for RPCGB is listed below and performs the following tasks:

Laurel Land
205-264-8473
lland@rpcgb.org

- Serves as point of contact/liaison to the public on ADA compliance issues. Contact information can be found on the RPCGB website.
- Maintain and update the Nondiscrimination and Accessibility page of the RPCGB website <https://www.rpcgb.org/nondiscrimination-and-accessibility>
- Establish and maintain collaborative relationships with pertinent external agencies and organizations, such as disability advocacy groups and local governments. Agencies, organizations, and local governments are notified of public meetings, and information is available for review on the RPCGB website and/or by request.
- Investigate and resolve complaints filed under the RPCGB’s ADA grievance procedures.
- Develop, monitor, and update the RPCGB’s Compliance Report.
- Provide or coordinate the provision of requested auxiliary aids and reasonable accommodations to individuals with disabilities.

Complaints

A complaint form and procedures are found on the Nondiscrimination and Accessibility page of the RPCGB website, along with contact information of the ADA/Title VI Coordinator. The complaint form and procedures are also attached hereto.

COMPLIANCE

RPCGB leases space in a 17-story building located at Two 20th Street North, Birmingham, Alabama.

Building Access

The building has an attached parking garage with many designated spaces for individuals with disabilities. There are also designated spaces on the street in front of the building, with ramps for sidewalk access. Entry to the building is accessible via push button and is level without obstruction.

Building Corridors

The paths of travel are free of obstruction and are all over 36" wide. Floor surfaces are stable and firm.

Elevators

Elevators have identification of floors in braille, as well as beeps for each floor passed.

Offices

All offices have at least 36" doorways and are level without obstruction.

Conference Rooms

All conference rooms are completely accessible, including doorways, floors, and tables.

Kitchen

The kitchen entrance is accessible, as well as the refrigerator, icemaker, coffee maker, supplies, and table. There is room for a wheelchair to turn around and maneuver inside.

Restrooms

There is an accessible restroom on every floor with lever handles.

Website

The RPCGB updated its website in August 2019 and paid special attention to ensure documents and graphics are captioned.

Meetings

All meetings held outside of the RPCGB's leased facilities will be in locations fully accessible to individuals with disabilities.

PUBLIC INVOLVEMENT

The RPCGB does not own property and all leased facilities are ADA compliant. Therefore, a transition plan and public involvement were not necessary.