

SECTION 504 GRIEVANCE PROCEDURE

It is the policy of **Northeast Iowa Community Action Corporation (NEICAC)** not to discriminate on the basis of disability. **NEICAC** has adopted an internal grievance procedure that provides for the prompt and equitable resolution of complaints alleging any action prohibited by Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794). Section 504 prohibits discrimination on the basis of disability in any program or activity receiving Federal financial assistance. The Law and Regulations may be examined in the office of a responsible employee who has been designated to coordinate the efforts of **NEICAC** to comply with Section 504:

Amy Hershberger – Human Resources Director (Section 504 Coordinator)

Phone: 563-387-4957 Email: ahershberger@neicac.org

Any person who believes he or she has been subjected to discrimination on the basis of a disability may file a grievance under this procedure. It is against the law for **NEICAC** to retaliate against anyone who files a grievance or cooperates in the investigation of a grievance.

Procedure:

- Grievances must be submitted to the Section 504 Coordinator within **seven (7) days** of the date the person filing the grievance becomes aware of the alleged discriminatory action.
- A complaint must be in writing, containing the name and address of the person filing it. The complaint must state the problem or action alleged to be discriminatory and the remedy or relief sought.
- The Section 504 Coordinator (or her/his designee) shall conduct an investigation of the complaint. This investigation may be informal, but it must be thorough, affording all interested people an opportunity to submit evidence relevant to the complaint. The Section 504 Coordinator will maintain the files and records of **NEICAC** relating to such grievances. The Section 504 Coordinator will issue a written decision on the grievance no later than 30 days after the grievance is filed.
- The person filing the grievance may appeal the decision of the Section 504 Coordinator by writing to the **Chief Executive Officer** within 15 days of receiving the Section 504 Coordinator's decision. The **Chief Executive Officer** shall issue a written decision in response to the appeal no later than 30 days after its filing.
- The availability and use of this grievance procedure does not prevent a person from filing a complaint of discrimination on the basis of disability with the U. S. Department Office for Civil Rights.

NEICAC will make appropriate arrangements to ensure that disabled persons are provided other accommodations, if needed, to participate in this grievance process. Such arrangements may include, but are not limited to, providing interpreters for the deaf, providing taped cassettes of material for the blind, or assuring a barrier-free location for the proceedings. The Section 504 Coordinator will be responsible for such arrangements.