
David Voegle
Judge Executive
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Kevin Nuss
Deputy Judge Executive
knuss@oldhamcountyky.gov

NOTICE TO THE PUBLIC REGARDING THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the Oldham County Fiscal Court (OCFC) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: OCFC does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

Effective Communication: OCFC will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in OCFC's programs, services, and activities.

Modifications to Policies and Procedures: OCFC will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in OCFC offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of OCFC, should contact Kevin Nuss, ADA Coordinator, as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the OCFC to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

OCFC will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy.

Complaints that a program, service, or activity of OCFC is not accessible to persons with disabilities should be directed to:

Kevin Nuss, ADA Coordinator
(502) 222-9357
knuss@oldhamcountyky.gov

Public comment regarding accessibility planning and needs is welcome and encouraged. Please submit any comments to the ADA Coordinator above.

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**OLDHAM COUNTY FISCAL COURT
AMERICANS WITH DISABILITY ACT
GRIEVANCE PROCEDURE**

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act of 1990 ("ADA"). 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 Oldham County Fiscal Court (OCFC). OCFC'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. 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:

**Kevin Nuss, ADA Coordinator
Oldham County Fiscal Court
100 West Jefferson Street, Suite 4
LaGrange, KY 40031**

Within 15 calendar days after receipt of the complaint, Kevin Nuss or his designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days, Kevin Nuss or his designee will respond in writing, and where appropriate, in a format accessible to the complainant. The response will explain the position of OCFC and offer options for substantive resolution of the complaint. If the response by Kevin Nuss 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 David Voegele, the Oldham County Judge-Executive or his designee.

Within 15 calendar days after receipt of the appeal, Judge Voegele or his designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, Judge Voegele or his 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 Kevin Nuss or his designee, appeals to Judge Voegele or his designee, and responses from these two offices will be retained by OCFC for at least three years.