

#15



COMPLETE

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PAGE 2: A. Description of the Program and Services

Q1: Select your Charter Officer

City Manager

Q2: Select your Department

Respondent skipped this question

Q3: Please enter your contact information:

Name

Kelly Mott

Title

Employee Relations Specialist Sr.

Email

mottkl@cityofgainesville.org

Phone Number

352-393-8704

Q4: Date questionnaire completed:

Date / Time 09/08/2016

Q5: Please describe the services, programs or activities the department/division offers including those that are provided to the public (i.e.-Human Resources provides employment support to all City departments. The office coordinates employee recruitment and hiring and provides ongoing salary and benefits support to City employees. The office works to promote positive employee and labor relations, to maximize the use of City resources toward a competitive salary and benefit program).IMPORTANT-PLEASE NOTE:Any services, programs or activities that are provided to the public will be referred to as the "program" throughout the questionnaire. Services such as paying a fee, obtaining a city record, or attending a public meeting would be considered the "program".

Talent Acquisition- ADA accommodations when requested, Classification and Compensation, Employee and Labor Relations, Learning and Organizational Development

PAGE 3: B. Customer Service

Q6: If the program has eligibility requirements for participation, do they contain: (check all that applies) (For example, your department offers a volunteer program to the public that would require an individual to meet specific physical fitness standards such as lifting 40 pounds or walking up and down stairs.)

Performance requirements, Testing requirements,
 Physical fitness standards,
 Please list the applicable policies for each checked category.
 Labor agreements, Classification and Compensation Policies, Employment Policies

Q7: If there are applicable policies, how does the program ensure that these policies do not discriminate against people with disabilities?

Respondent skipped this question

ADA Self-Evaluation

Q8: Is there a formal policy in place to respond to requests from the general public for sign language, oral and cued speech interpreters, or other modifications to the program to allow people with disabilities to participate?	Yes, If yes, please describe and list the written policy: EO Policies, Employment Policies and Labor Agreements
Q9: Does the program have standard operating procedures in place to include a person with disabilities? [For example, allowing a service animal into a facility, allowing someone to bring a personal attendant with them to a recreation class or moving an event to an accessible location]	Yes, If yes, please describe and list the written procedure: Engage in interactive process when accommodations are needed/requested
Q10: Is the program staff that interacts with the public trained on the correct procedures to follow when a person requests an interpreter?	Don't Know
Q11: How much notice is required to provide an accommodation request?	<i>Respondent skipped this question</i>
Q12: Do you track accessibility requests for the program?	Yes
Q13: Does the program charge an additional fee for modifying the program for a person with disabilities?	No
Q14: Are there any hard copy or digital forms required for admission or participation in the program (i.e. tests, applications, registration forms, etc.)?	No
Q15: Do the forms contain a notice that the City does not discriminate against people with disabilities?	No
Q16: Is an interview required prior to an applicant's admission to the program?	No
Q17: When hiring temporary or permanent employees, does the program consistently use selection criteria that does not discriminate based on disability?	Yes
Q18: Does the program ensure individuals with disabilities are allowed the opportunity to participate as members of any program associated citizen's advisory boards or committees?	Don't Know
Q19: Are individuals with disabilities currently serving on any of the program's advisory boards or committees?	Don't Know

PAGE 4: C. Notice Requirements

Q20: Is a "Notice under the Americans with Disabilities Act" or a non-discrimination statement made accessible, as needed, to program participants who may be persons with disabilities?	Yes, If yes, please list all locations where it is available: application and policies and may be included in correspondence when requesting an accommodation if warranted
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ADA Self-Evaluation

Q21: Does the non-discrimination statement include information about the City's ADA Coordinator and how to contact them or file a grievance? Don't Know

Q22: Is program staff that regularly interacts with the public familiar with the City's ADA grievance/complaint procedures when an incident of disability discrimination is alleged? Yes

Q23: Does the program notify all persons that public meetings, hearings, interviews, and conferences will be held in accessible locations and that adaptive/auxiliary aids (such as assistive listening devices, readers for the blind, pen and paper) will be provided, upon request, to participants with disabilities? Don't Know

Q24: Is there a formal policy in place to respond to requests from the general public for note takers, computer-assisted real time transcription services, and other auxiliary aids and services for providing effective communication? Don't Know

PAGE 5: D. Printed Information

Q25: Does the program have printed materials (i.e. forms, newsletters, brochures, calendars, fact sheets) that are made available to the public? No

Q26: Who manages the printed materials? Respondent skipped this question

Q27: Is there a formal policy in place to respond to requests from the general public for alternate document formats of the printed materials that are made to the public? Respondent skipped this question

Q28: What types of alternate document formats does the program make available when requested? (Check all that apply) Respondent skipped this question

Q29: How much notice is required to provide the alternate document formats? More than 1 week

Q30: Do you track accessibility requests for alternate formats of printed material? No

Q31: Does the program charge an additional fee for providing materials in alternative formats for people with disabilities? No

Q32: Does the program include images of individuals with disabilities in the printed materials and publications? Do not include any photos of people in print material/publications

PAGE 6: E. Television and Audiovisual Public Information

ADA Self-Evaluation

Q33: Does the program produce audiovisual (film, videotape, television, digital) presentations, or website demonstrations/webinars for the public or provide these types presentations to the public?	No
Q34: Is there a formal policy in place to respond to requests from the general public for accessible audiovisual, televised or online presentations provided to the public?	Don't Know
Q35: What types of accessible audio/visual, televised or online presentation formats does the program make available when requested?	<i>Respondent skipped this question</i>
Q36: How much notice is required to provide the accessible presentation formats?	Don't know - have not completed such a request
Q37: Do you track accessibility requests for accessible presentation formats?	No
Q38: Does the program charge an additional fee for providing presentations in accessible formats for people with disabilities?	Don't Know
Q39: Do the audio/visual presentations include portrayals of individuals with disabilities?	Do not include any portrayals of people in audio/visual presentations

PAGE 7: F. Website

Q40: Does the program provide information about its offerings to the public on the internet?	Yes
Q41: What information is provided on the internet? Please describe briefly:	job application
Q42: Does the webpage(s) include information about the accessibility of the facilities (parking, bathrooms, assistive listening devices, etc.) where the program is offered?	Don't Know
Q43: Who manages the information regarding the facilities, programs and services provided on the internet?	Webpage(s) content is managed centrally
Q44: Does the website home page include easily locatable information, including a telephone number and email address, for use in reporting website accessibility problems and requesting accessible services and information?	No
Q45: Do all links have a text description that can be read by a screen reader (not just a graphic or "click here")?	No

ADA Self-Evaluation

Q46: Do all the photographs, maps, graphics and other images on the webpages currently have HTML tags (such as an "alt" tag or a long description tag) with text equivalents of the material being visually conveyed?	Don't Know
Q47: Are all the documents posted on the webpages available in HTML or other text-based format (for example rich text format (RTF) or word processing format), even if they are also provided in another format, such as Portable Document Format (PDF)?	Don't Know
Q48: If a webpage has data charts or tables, is HTML used to associate all data cells with column and row identifiers?	Don't Know
Q49: Do all video files available on the webpages have audio descriptions of what is being displayed to provide access to visually conveyed information for people who are blind or have low vision?	Don't Know
Q50: Do all video files on the webpages have written captions of spoken communication to provide access to people who are deaf or hard of hearing?	Don't Know
Q51: Does the top of each page with navigation links have a "skip navigation" link?[This feature directs screen readers to bypass the row of navigation links and start at the webpage content, thus enabling people who use screen readers to avoid having to listen to all the links each time they add more to a new page.]	No
Q52: Is the webpage content regularly (at least annually) tested for accessibility to ensure it is usable by people with disabilities, including those who use speaking browsers?	No
Q53: Is there a formal policy established to ensure webpages will be accessible?	No
Q54: Is the policy posted on the webpage, where it can be easily located?	No
Q55: Is there a standard operating procedure in place to ensure that new and modified webpages and content are accessible?	Don't Know
Q56: Does the in-house communications staff and department contacts responsible for webpage content development receive training on the guidelines for website accessibility?	No

PAGE 8: G. Public Telephones and Communication Devices

Q57: Does the program's main public access number have an automated phone menu service (i.e. press 1 for ..., press 2 for...)?	No
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ADA Self-Evaluation

Q58: If yes, does the system offer a simple, 1-step way for a caller to bypass the menu and speak directly with a staff person during regular business hours?

N/A

Q59: What tools does the program use to communicate by phone with people with speech or hearing difficulties?

Text-telephone (TTY/TTD)

Q60: Does the program publish the City's TTY (text telephone) relay service in all materials where a phone number is listed?

No

Q61: If a third-party "Relay" system is used, does program staff receive training on how to place a Relay call to a customer, as well as receive one?

Respondent skipped this question

PAGE 9: H. Accessible/Adaptive Equipment

Q62: Does the program allow members of the public to use electronic equipment such as copy machines or computer terminals?

Yes

Q63: Does the program ensure that the electronic equipment is accessible to and usable by individuals with disabilities (For example, is a public computer terminal provided on a lowered counter or in an accessible workstation)?

Yes

Q64: Are auxiliary aids (such as a moveable light source, adjustable worktable levels, paper and pen, etc.) provided to assist persons with disabilities?

Yes

PAGE 10: I. Public Meetings

Q65: Does the program hold public meetings, hearings or conferences?

No

Q66: Does the program require that public meetings, hearing, and conferences be held in accessible locations?

Respondent skipped this question

Q67: Do all printed or electronic materials about program-sponsored/hosted public events, public meetings, public hearings, or public appearances by and with City officials include instructions about how to request accommodations?

Respondent skipped this question

Q68: If yes, what types of accommodations can the program provide to the public when requested?

Respondent skipped this question

Q69: How many Assistive listening devices are made available for public meetings?

Respondent skipped this question

ADA Self-Evaluation

Q70: Does the program charge an additional fee for providing accommodations for people with disabilities?	<i>Respondent skipped this question</i>
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PAGE 11: J. Transportation Services

Q71: Does the program provide transportation to volunteers, visitor, or program participants?	<i>Respondent skipped this question</i>
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Q72: Does the program have procedures to make transportation accessible to persons who have visual, hearing, mobility and learning disabilities?	<i>Respondent skipped this question</i>
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PAGE 12: K. Tours and Trips

Q73: Does the program provide facility tours or organize trips for members of the public?	<i>Respondent skipped this question</i>
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Q74: Does the program have procedures to make the tours and trips accessible to individuals who have visual, hearing, mobility and learning disabilities?	<i>Respondent skipped this question</i>
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PAGE 13: L. Use of Consultants and Contractors

Q75: Are consultants or contractors who bid on capital projects or other contractual work for the program required to sign statements attesting to their intent to comply with the ADA?	<i>Respondent skipped this question</i>
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Q76: Does program staff monitor consultants or contractors obligations to facilitate participation of individuals with disabilities?	<i>Respondent skipped this question</i>
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Q77: When selecting contractors or vendors, does the program use criteria that does not discriminate based on ability?	<i>Respondent skipped this question</i>
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PAGE 14: M. Emergency Evaluation Procedures

Q78: Does program staff have a plan or procedures in place that describe how to evacuate people with disabilities from the program facility during an emergency?	Yes
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Q79: If yes, is staff at each program facility trained to carry out the instructions of the plan or procedures?	N/A
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Q80: Is the evacuation plan or instructions posted in a visible and accessible area of each floor in all programs and public facilities?	Yes
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ADA Self-Evaluation

PAGE 15: N. Special Events and Private Events on City Property

Q81: Does program staff notify both private entities and staff of their obligations to facilitate participation of individuals with disabilities in those special events or private events held on public property?

Respondent skipped this question

PAGE 16: O. Training and Staffing

Q82: Does the program provide full and equal access to ALL its participants, regardless of ability?

Yes

Q83: How is program staff that have contact with the public informed of the department's obligations and policies that enables persons with disabilities to participate in the program?

Respondent skipped this question

Q84: Does the program staff who maintain contact with the public receive training on interacting with people with disabilities?

No, staff did not receive training

Q85: Is there program staff who would be able to provide better customer service if they had training in American Sign Language (ASL) or other means of communicating with people who have hearing or speech difficulties?

Respondent skipped this question

Q86: Would other training or technical assistance services be helpful to program staff such as (check all that apply):

How to respond to requests for accommodation (i.e. American Sign Language interpreters, assisted listening devices, etc.)

Q87: Is there program staff that provide emergency services to the public?

No

Q88: If yes, have they had training in American Sign Language or other means of communicating in emergency situations with people who have hearing or speech difficulties?

No

PAGE 17: P. Facilities

Q89: List all facilities, or portions of facilities, used for department or division programs. For each facility, designate the activity for which it is used. A separate sheet of paper can be included to list the facilities.

HR Training Room

Q90: Has the program received requests to improve their programs' or facilities' accessibility in the past 3 years?

No

PAGE 18: Q. Suggestions

ADA Self-Evaluation

Q91: Do you have any accessibility suggestions for the ADA self-evaluation and transition project? Please use the box below for any comments or feedback.

Respondent skipped this question
