

Management Committee

Meeting date: December 12, 2018

For the Metropolitan Council meeting January 9, 2019

Subject: Met Council policy 1-6 Accessibility

District(s), Member(s): All

Policy/Legal Reference: Americans with Disabilities Act of 1990, Section 508 Amendment to the Rehabilitation Act of 1973 and the Architectural Barriers Act of 1968

Staff Prepared/Presented: Cyrenthia Jordan, Director, Office of Equal Opportunity (651-602-1085), Tracey Jackson, Senior Manager, Office of Equal Opportunity (612-349-7695)

Division/Department: Office of Equal Opportunity, Regional Administration

Proposed Action

That the Metropolitan Council approve updates to the Metropolitan Council Policy 1-6 Accessibility.

Background

Policies must be presented to the Council for approval and adoption. OEO is updating Council policy regarding accessibility to ensure this is clearly communicated and compliant with all related state and federal laws.

The [*Americans with Disabilities Act of 1990, Section 508 Amendment to the Rehabilitation Act of 1973*](#) and the [*Architectural Barriers Act of 1968*](#).

Rationale

The Office of Equal Opportunity is responsible for oversight of the Metropolitan Council's accessibility efforts. All Metropolitan Council employees are responsible for complying with this accessibility policy and supporting procedures.

As the Metropolitan Council moves toward accessibility compliance, it is understood that reaching full compliance will be a deliberate process implemented over time. Our strategy is to take a phased approach, make as many services, facilities, communications and technologies accessible as possible at the time they are created, modify existing as feasible, and take advantage of new tools and techniques as they emerge.

Thrive Lens Analysis

This item supports equity by ensuring the Council has a policy to provide people, with or without disabilities, access to the Metropolitan Council's services, technologies, communications and facilities in accordance with state and federal law.

Funding

No funding required

Known Support / Opposition

There is no known opposition to the policy update. The policy and associated procedural changes have been reviewed by Council stakeholders including the Office of General Counsel and Human Resources.

POLICY – ACCESSIBILITY

Section/Number: 1-6	Total Pages: 2
Dept. Responsible: Office of Equal Opportunity	Effective Date: 7/23/18 6/22/16
Special Note:	Last Revision Date:
	Last Review Date: 4/29/2016
	Revision No.

I. Policy

It is the policy of the Metropolitan Council to provide people, with or without disabilities, access to the Metropolitan Council's services, technologies, communications and facilities **in accordance with state and federal law. ~~The Metropolitan Council is committed to complying with applicable accessibility standards unless an undue burden exists.~~**

II. Purpose of policy

The purpose of this policy and its supporting procedures is to ensure that Metropolitan Council staff, vendors and contractors are aware of their responsibilities to develop and maintain accessible services, technologies, communications and facilities.

III. Background and reasons for policy

The Metropolitan Council's Accessibility policy is in response to:

The [Americans with Disabilities Act of 1990, Section 508 Amendment to the Rehabilitation Act of 1973](#) and the [Architectural Barriers Act of 1968](#).

IV. Implementation/Accountability

The Office of Equal Opportunity is responsible for oversight of the Metropolitan Council's accessibility efforts. All Metropolitan Council employees are responsible for complying with this accessibility policy and supporting procedures.

As the Metropolitan Council moves toward accessibility compliance, it is understood that reaching full compliance will be a deliberate process implemented over time. Our strategy is to take a phased approach, make as many services, facilities, communications and technologies accessible as possible at the time they are created, modify existing as feasible, and take advantage of new tools and techniques as they emerge.

Related policies:

- [4-10 Disability Management Policy](#)
- [4-2-2 Reasonable Accommodation Policy](#)
- [4-2 Diversity, Equal Opportunity and Affirmative Action Policy](#)
- [2-4h Using Plain Language in Council Communications Policy](#)
- [2-2 Education and Outreach Policy](#)
- [4-2-1 Discrimination, Harassment and Inappropriate Behavior Policy](#)

- [2-1 Accountability To The Public Policy](#)
- [4-1 Talent Recruitment and Selection Policy](#)
- [3-6 Information Security Policy](#)
- [2-1B Public Hearing Policy](#)

Links:

Revision/Review Tracking

Date	Revision No.	Review Only – No changes
7/23/18	1	