



## CITY OF PROVIDENCE

# Grievance Procedure under The Americans with Disabilities Act

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act of 1990. 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 the City of Providence. The City'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:

Tolulope Kevin Olasanoye  
Assistant City Solicitor/ADA Coordinator  
City of Providence  
City Solicitor's Office  
444 Westminster Street, Suite 220  
Providence, RI 02903

Within 15 calendar days after receipt of the complaint, Tolulope Olasanoye or his designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, Tolulope Olasanoye or his designee will respond in writing, and where appropriate, in format accessible to the complainant, such as large print, Braille, or audio tape. The response will explain the position of the City and offer options for substantive resolution of the complaint.

If the response by Tolulope Olasanoye 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 the Jeff Padwa, City Solicitor or his designee.

Within 15 calendar days after receipt of the appeal, Jeff Padwa or his designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the Jeff Padwa 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 Tolulope Olasanoye or his designee, appeals to Jeff Padwa or his designee, and responses from these two offices will be retained by the City for at least three years.

*Attachment B to Settlement Agreement between the United States of America  
and the City of Providence, Rhode Island, in DJ# 204-66-47*

### **CITY SOLICITOR'S OFFICE**

444 Westminster Street, Suite 220, Providence, Rhode Island 02903

401 680 5333 ph | 401 680 5520 fax

[www.providenceri.com](http://www.providenceri.com)