

Reply to Common Council File No. 011619

From DOA-Budget and Management Division

March 18, 2002

Ref: 02013(19)

Common Council File No. 011619 is a resolution approving a Citywide American's with Disability Act (ADA) Policy for the City of Milwaukee. This policy addresses employment related ADA issues and ensures City compliance with ADA.

The Department of Employee Relations has written the attached ADA policy, which has been approved by the City Service Commission. The policy's intent is to:

- Inform City employees of their rights in the workplace as provided by ADA;
- To inform appropriate departmental staff of the requirements of the ADA;
- To ensure that the City is in compliance with ADA;
- To provide for reasonable accommodation of a qualified individual with a known disability where such disability does not create an undue hardship on the operation of the City's business.

The attached ADA policy establishes several procedures, including procedures for accommodation of employees with disabilities, compliance and complaint. The Department of Employee Relations will be responsible for implementing this policy.

In general, ADA prohibits discrimination and harassment against a qualified individual with a disability, because of the disability, with regard to terms, conditions and privileges of employment, including but not limited to application, hiring, advancement, compensation, training, and discharge. Violation of this policy will involve discipline, up to and including discharge.

There is no fiscal impact from this file.

**RECOMMENDATION: APPROVE COMMON COUNCIL FILE NO. 011619.**



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Eric C. Pearson  
Budget and Management Team Leader

ECP:ecp

FINANCE: 011619SR