

**AMENDMENTS TO COUNCIL BILL 25-0126  
(1<sup>st</sup> Reader Copy)**

By: Public Health and the Environment Committee  
{To be offered on the Council floor}

1 **Amendment No. 1**

2 On page 1, in line 8, strike “establishing a special effective date;” and substitute “providing  
3 for the effective dates of this Ordinance;”; and strike beginning with line 15 on page 2 down  
4 through and including line 6 on page 9 and substitute:

5 “(C) ADA COORDINATOR.

6 “ADA COORDINATOR” MEANS A DESIGNATED CITY EMPLOYEE FROM EACH AGENCY  
7 WHO SHALL REPORT DIRECTLY TO THE HEAD OF THE AGENCY AND IS RESPONSIBLE FOR  
8 COORDINATING COMPLIANCE WITH ALL RELEVANT LOCAL, STATE, AND FEDERAL LAWS  
9 ADDRESSING ACCESSIBILITY.

10 (D) AGENCY.

11 “AGENCY” HAS THE MEANING STATED IN ARTICLE 1, § 2(J) OF THE CITY CHARTER.

12 (E) AUXILIARY AIDS AND SERVICES.

13 (1) IN GENERAL.

14 “AUXILIARY AIDS AND SERVICES” HAS THE MEANING STATED IN 28 C.F.R.  
15 § 35.104.

16 (2) INCLUSIONS.

17 “AUXILIARY AIDS AND SERVICES” INCLUDES:

18 (I) QUALIFIED INTERPRETERS, EITHER ON-SITE OR THROUGH VIDEO REMOTE  
19 INTERPRETING SERVICES;

20 (II) ASSISTIVE LISTENING DEVICES AND SYSTEMS;

21 (III) AUDIO RECORDINGS;

1                   (IV) BRAILED MATERIALS AND DISPLAYS; AND

2                   (V) OTHER SIMILAR TECHNOLOGY AND SERVICES.

3           (F) COMPANION.

4                   “COMPANION” MEANS A FAMILY MEMBER, FRIEND, OR ASSOCIATE OF AN INDIVIDUAL  
5                   WITH A DISABILITY WHO IS AN APPROPRIATE PERSON WITH WHOM AN AGENCY SHOULD  
6                   COMMUNICATE TO ASSIST THE INDIVIDUAL WITH A DISABILITY.

7           (G) DISABILITY.

8                   “DISABILITY” HAS THE MEANING STATED IN 42 U.S.C. § 12102, AND SHALL BE  
9                   CONSTRUED BROADLY IN FAVOR OF EXPANSIVE COVERAGE TO THE MAXIMUM EXTENT  
10                   PERMITTED BY THE TERMS OF THE ADA, THE REHABILITATION ACT, AND STATE AND  
11                   CITY LAWS.

12           (H) DISCRIMINATE.

13                   “DISCRIMINATE” HAS THE MEANING STATED IN 28 C.F.R. § 35.130 {“GENERAL  
14                   PROHIBITIONS AGAINST DISCRIMINATION”}.

15           (I) MAYOR’S OFFICE OF IMMIGRANT AFFAIRS.

16                   “MAYOR’S OFFICE OF IMMIGRANT AFFAIRS” OR “MIMA” MEANS THE MAYOR’S  
17                   OFFICE OF IMMIGRANT AFFAIRS AS ESTABLISHED IN § 54-2 {“OFFICE ESTABLISHED”}  
18                   OF THIS ARTICLE 1, OR ITS SUCCESSOR.

19           (J) OFFICE OF EQUITY AND CIVIL RIGHTS.

20                   “OFFICE OF EQUITY AND CIVIL RIGHTS” OR “OECR” MEANS THE BALTIMORE CITY  
21                   OFFICE OF EQUITY AND CIVIL RIGHTS, OR ITS SUCCESSOR.

22           (K) QUALIFIED INDIVIDUAL WITH A DISABILITY.

23                   “QUALIFIED INDIVIDUAL WITH A DISABILITY” MEANS AN INDIVIDUAL WITH A  
24                   DISABILITY WHO, WITH OR WITHOUT REASONABLE MODIFICATIONS TO THE CITY OF  
25                   BALTIMORE’S RULES, POLICIES, OR PRACTICES, THE REMOVAL OF ARCHITECTURAL,  
26                   COMMUNICATION, OR TRANSPORTATION BARRIERS, OR THE PROVISION OF AUXILIARY  
27                   AIDS AND SERVICES, MEETS THE ESSENTIAL ELIGIBILITY REQUIREMENTS FOR THE  
28                   RECEIPT OF SERVICES OR THE PARTICIPATION IN PROGRAMS OR ACTIVITIES PROVIDED  
29                   BY THE CITY OF BALTIMORE.

1 (L) QUALIFIED SIGN LANGUAGE INTERPRETER.

2 “QUALIFIED SIGN LANGUAGE INTERPRETER” MEANS A SIGN LANGUAGE INTERPRETER  
3 WHO MEETS THE REQUIREMENTS OF TITLE 9, SUBTITLE 24, PART III OF THE STATE  
4 GOVERNMENT ARTICLE OF THE ANNOTATED CODE OF MARYLAND.

5 (M) REASONABLE ACCOMMODATION.

6 “REASONABLE ACCOMMODATION” MEANS AN ADJUSTMENT TO A JOB, WORK  
7 ENVIRONMENT, APPLICATION PROCESS, OR ANOTHER EMPLOYMENT-RELATED  
8 ACTIVITY THAT ENABLES A QUALIFIED INDIVIDUAL WITH A DISABILITY TO APPLY FOR A  
9 JOB, PERFORM AN ESSENTIAL JOB FUNCTION, AND ENJOY EQUAL EMPLOYMENT  
10 OPPORTUNITIES.

11 (N) REASONABLE MODIFICATION.

12 “REASONABLE MODIFICATION” MEANS A CHANGE IN A POLICY, PRACTICE OR  
13 PROCEDURE THAT IS REQUIRED TO OFFER AN INDIVIDUAL WITH A DISABILITY EQUAL  
14 PARTICIPATION IN, OR EQUAL ACCESS TO, THE BENEFITS OF A CITY SERVICE, PROGRAM,  
15 OR ACTIVITY.

16 (O) REHABILITATION ACT.

17 “REHABILITATION ACT” MEANS THE FEDERAL REHABILITATION ACT OF 1973, AS  
18 AMENDED, AND THE FEDERAL REGULATIONS PROMULGATED PURSUANT THERETO, AS  
19 AMENDED.

20 (P) SERVICE ANIMAL.

21 “SERVICE ANIMAL” MEANS AN ANIMAL THAT IS INDIVIDUALLY TRAINED TO DO WORK  
22 OR PERFORM TASKS FOR AN INDIVIDUAL WITH A DISABILITY.

23 (Q) UNDUE BURDEN.

24 “UNDUE BURDEN” MEANS THAT, AFTER CONSIDERATION OF ALL RESOURCES  
25 AVAILABLE FOR USE IN THE FUNDING AND OPERATION OF A PROGRAM, SERVICE, OR  
26 ACTIVITY, THE PROVISION OF A REQUESTED REASONABLE MODIFICATION, AUXILIARY  
27 AID OR SERVICE, OR OTHER ACCOMMODATION OR MODIFICATION WOULD RESULT IN A  
28 FUNDAMENTAL ALTERATION IN THE NATURE OF THE SERVICE, PROGRAM, OR ACTIVITY,  
29 OR WOULD CAUSE AN UNREASONABLE FINANCIAL AND ADMINISTRATIVE HARDSHIP.

1           (R) WEB CONTENT ACCESSIBILITY GUIDELINES.

2           “WEB CONTENT ACCESSIBILITY GUIDELINES” MEANS THE TECHNICAL STANDARD  
3           DEVELOPED BY THE WORLD WIDE WEB CONSORTIUM THAT SETS MEASURABLE  
4           REQUIREMENTS FOR MAKING DIGITAL INFORMATION AND FUNCTIONS USABLE BY  
5           INDIVIDUALS WITH DISABILITIES BASED UPON THE NEEDS OF THE INDIVIDUAL, AS  
6           REQUIRED IN 28 C.F.R. § 35.200 {“REQUIREMENTS FOR WEB AND MOBILE  
7           ACCESSIBILITY”}.

8           §§ 4-2 TO 4-5. {RESERVED}

9           § 4-6. DIGITAL ACCESSIBILITY POLICY.

10          (A) IN GENERAL.

11          EVERY PUBLICLY AVAILABLE DIGITAL SYSTEM, INCLUDING ANY WEBSITE, WEB-BASED  
12          OR MOBILE APPLICATION, SOCIAL MEDIA PLATFORM, STREAMING SERVICE, OR OTHER  
13          THIRD-PARTY DIGITAL PLATFORM THAT PROVIDES INFORMATION OR SERVICES  
14          THROUGH THE INTERNET, SHALL MEET THE ACCESSIBILITY REQUIREMENTS SET OUT IN  
15          THE WEB CONTENT ACCESSIBILITY GUIDELINES VERSION 2.1, LEVEL AA, OR ANY  
16          LATER VERSION OR EQUIVALENT STANDARD ADOPTED BY THE STATE OR THE FEDERAL  
17          GOVERNMENT.

18          (B) APPLICABILITY.

19          SUBSECTION (A) OF THIS SECTION APPLIES TO ALL SUCH SYSTEMS DEVELOPED,  
20          PURCHASED, OR MAINTAINED BY THE CITY, AS WELL AS THOSE DEVELOPED,  
21          PURCHASED, OR MAINTAINED FOR CITY USE UNDER CONTRACT OR OTHER AGREEMENT  
22          WITH A THIRD PARTY INCLUDING ANY DIGITAL SYSTEM OR PLATFORM USED BY THE  
23          CITY FOR OFFICIAL COMMUNICATIONS, WHETHER OR NOT THE PLATFORM IS OWNED OR  
24          CONTROLLED BY THE CITY.

25          (C) CAPTIONING REQUIREMENTS.

26          ALL PRERECORDED AND LIVE VIDEO OR AUDIO CONTENT MADE PUBLICLY AVAILABLE  
27          BY THE CITY SHALL INCLUDE ACCURATE, SYNCHRONIZED, AND COMPLETE CAPTIONS,  
28          INCLUDING SPEAKER IDENTIFICATION AND RELEVANT NON-SPEECH AUDIO  
29          INFORMATION.

1 (D) AMERICAN SIGN LANGUAGE ACCESS.

2 FOR CONTENT THAT COMMUNICATES CRITICAL INFORMATION, PUBLIC SAFETY  
3 INFORMATION, LEGAL RIGHTS, OR ESSENTIAL SERVICES, THE CITY SHALL PROVIDE  
4 AMERICAN SIGN LANGUAGE INTERPRETATION OR AMERICAN SIGN LANGUAGE-BASED  
5 VIDEO CONTENT IN ADDITION TO CAPTIONS.

6 (E) EMERGENCY COMMUNICATIONS.

7 ALL DIGITAL EMERGENCY ALERTS, PRESS CONFERENCES, AND PUBLIC SAFETY  
8 ANNOUNCEMENTS SHALL BE ACCESSIBLE THROUGH REAL-TIME CAPTIONS AND VISIBLE  
9 AMERICAN SIGN LANGUAGE INTERPRETATION, PROVIDED CONTEMPORANEOUSLY  
10 WITH THE COMMUNICATION.

11 (F) PROCUREMENT AND CONTRACTING.

12 SUBJECT TO THE APPROVAL OF THE BOARD OF ESTIMATES, ALL CONTRACTS FOR  
13 DIGITAL SYSTEMS OR CONTENT SHALL REQUIRE VENDORS TO DEMONSTRATE  
14 COMPLIANCE WITH THIS SECTION PRIOR TO DEPLOYMENT AND THROUGHOUT THE TERM  
15 OF THE CONTRACT.

16 **§§ 4-7 TO 4-11. {RESERVED}**

17 **SECTION 2. AND BE IT FURTHER ORDAINED, That the Laws of Baltimore City read as**  
18 **follows:**

19 **§ 4-2. NONDISCRIMINATION ON THE BASIS OF DISABILITY.**

20 AN AGENCY MAY NOT VIOLATE 28 C.F.R. PART 35 {"NONDISCRIMINATION ON THE BASIS  
21 OF DISABILITY IN STATE AND LOCAL GOVERNMENT SERVICES"} BY, ON THE BASIS OF AN  
22 INDIVIDUAL'S DISABILITY:

23 (1) EXCLUDING THE INDIVIDUAL FROM PARTICIPATION IN THE SERVICES, PROGRAMS,  
24 OR ACTIVITIES OF THE AGENCY;

25 (2) DENYING THE INDIVIDUAL THE BENEFITS OF THE SERVICES, PROGRAMS, OR  
26 ACTIVITIES OF THE AGENCY BASED ON THE NEEDS OF THE INDIVIDUAL;

27 (3) DISCRIMINATING AGAINST THE INDIVIDUAL; OR

28 (4) FAILING OR DECLINING TO MAKE A REASONABLE ACCOMMODATION OR A  
29 REASONABLE MODIFICATION TO EXISTING POLICIES, PRACTICES, AND PROCEDURES.

1       **§ 4-3. EMPLOYMENT.**

2           **(A) IN GENERAL.**

3                   AN AGENCY MAY NOT DISCRIMINATE, ON THE BASIS OF AN INDIVIDUAL’S DISABILITY,  
4                   IN HIRING OR THROUGH EMPLOYMENT PRACTICES.

5           **(B) HIRING AND EMPLOYMENT PRACTICES; PREFERENCE.**

6                   AN AGENCY SHALL TAKE INTO CONSIDERATION OR GIVE PREFERENCE TO AN  
7                   INDIVIDUAL’S STATUS AS A PERSON WITH A DISABILITY IN ITS HIRING AND  
8                   EMPLOYMENT PRACTICES, CONSISTENT WITH THE REQUIREMENTS AND OBLIGATIONS  
9                   TO PROTECTED CLASSES UNDER FEDERAL OR STATE LAW, IN ACCORDANCE WITH ANY  
10                   APPLICABLE RULES PROMULGATED BY THE BOARD OF ESTIMATES AND THE CIVIL  
11                   SERVICE COMMISSION, AND WITHOUT VIOLATING ANY LAW OR TERMS OF ANY  
12                   CONTRACT TO WHICH THE CITY IS A PARTY, INCLUDING A COLLECTIVE BARGAINING  
13                   AGREEMENT.

14           **(C) ATTACHMENT TO JOB POSTING.**

15                   AN AGENCY SHALL ATTACH INFORMATION REGARDING THE CITY’S DISABILITY HIRING  
16                   PREFERENCE TO EACH JOB POSTING.

17       **§ 4-4. REASONABLE MODIFICATIONS.**

18           **(A) IN GENERAL.**

19                   AN AGENCY SHALL MAKE REASONABLE MODIFICATIONS TO EXISTING POLICIES,  
20                   PRACTICES, AND PROCEDURES TO ENSURE THAT AN INDIVIDUAL WITH A DISABILITY  
21                   HAS AN EQUAL OPPORTUNITY TO PARTICIPATE AND BENEFIT FROM ITS PROGRAMS,  
22                   SERVICES, AND ACTIVITIES.

23           **(B) REASONABLE ACCOMMODATION OR MODIFICATION - LIMITATION.**

24                   **(1) IN GENERAL.**

25                           AN AGENCY IS NOT REQUIRED TO TAKE AN ACTION TO PROVIDE A REASONABLE  
26                           ACCOMMODATION OR MODIFICATION IF THAT ACTION WOULD:

27                                   **(I) FUNDAMENTALLY ALTER THE NATURE OF THE PROGRAM, SERVICE, OR**  
28                                   **ACTIVITY IN QUESTION; OR**

29                                   **(II) IMPOSE AN UNDUE BURDEN ON THE AGENCY.**

1                   (2) DETERMINATION.

2                   (1) IF AN AGENCY DENIES AN ACCOMMODATION OR MODIFICATION UNDER THIS  
3                   SUBSECTION, THE AGENCY HAS THE BURDEN OF PROVING THAT COMPLIANCE  
4                   WOULD RESULT IN A FUNDAMENTAL ALTERATION OR AN UNDUE BURDEN.

5                   (II) A DETERMINATION THAT A REQUEST WOULD RESULT IN SUCH ALTERATION OR  
6                   BURDEN MAY BE MADE BY THE DIRECTOR OF THE AGENCY OR THE DIRECTOR'S  
7                   DESIGNEE, ONLY AFTER THE DIRECTOR OR DESIGNEE HAS CONSIDERED ALL  
8                   AVAILABLE AGENCY RESOURCES.

9                   (III) AN AGENCY'S DENIAL OF A REQUESTED ACCOMMODATION OR MODIFICATION  
10                  UNDER THIS SUBSECTION SHALL BE ACCOMPANIED BY A WRITTEN STATEMENT  
11                  OF THE REASONS FOR THE DETERMINATION.

12                  (IV) IF MAKING AN ACCOMMODATION OR MODIFICATION WOULD RESULT IN A  
13                  FUNDAMENTAL ALTERATION OR AN UNDUE BURDEN, THE AGENCY SHALL  
14                  TAKE ANY OTHER ACTION THAT WOULD NOT RESULT IN SUCH AN ALTERATION  
15                  OR A BURDEN BUT WOULD NEVERTHELESS ENSURE, TO THE MAXIMUM EXTENT  
16                  POSSIBLE, THAT AN INDIVIDUAL WITH A DISABILITY EQUITABLY RECEIVES THE  
17                  BENEFIT OR SERVICE PROVIDED BY THE AGENCY.

18                  (C) PROHIBITION ON FEE FOR ACCOMMODATION OR MODIFICATION.

19                  AN AGENCY MAY NOT ASSESS A FEE ON AN INDIVIDUAL WITH A DISABILITY OR ANY  
20                  GROUP OF INDIVIDUALS WITH DISABILITIES TO PAY THE COST OF PROVIDING:

21                  (1) AN AUXILIARY AID;

22                  (2) AN AUXILIARY SERVICE; OR

23                  (3) A REASONABLE ACCOMMODATION OR MODIFICATION.

24                  **§ 4-5. EFFECTIVE COMMUNICATION POLICY.**

25                  (A) IN GENERAL.

26                  AN AGENCY SHALL, UPON REQUEST, PROVIDE AUXILIARY AIDS AND SERVICES TO A  
27                  QUALIFIED INDIVIDUAL WITH A DISABILITY SO THE INDIVIDUAL MAY PARTICIPATE  
28                  EQUALLY IN A PROGRAM, SERVICE, OR ACTIVITY.

1 (B) COMMUNICATION AIDS AND SERVICES.

2 TO COMPLY WITH SUBSECTION (A) OF THIS SECTION, AN AGENCY SHALL PROVIDE,  
3 BASED ON THE NEEDS OF AN INDIVIDUAL, AN APPROPRIATE AID OR SERVICE TO MAKE  
4 INFORMATION AND COMMUNICATIONS ACCESSIBLE TO AN INDIVIDUAL WHO HAS A  
5 SPEECH, HEARING, OR VISION IMPAIRMENT, INCLUDING:

6 (1) A QUALIFIED SIGN LANGUAGE INTERPRETER; AND

7 (2) DOCUMENTS IN BRAILLE.

8 (C) QUALIFIED SIGN LANGUAGE INTERPRETER.

9 IF AN AGENCY PROVIDES A SIGN LANGUAGE INTERPRETER, THE INTERPRETER SHALL  
10 MEET THE REQUIREMENTS OF TITLE 9, SUBTITLE 24, PART III OF THE STATE  
11 GOVERNMENT ARTICLE OF THE ANNOTATED CODE OF MARYLAND.

12 (D) APPLICABILITY TO THE CITY COUNCIL.

13 EACH MEETING OF THE CITY COUNCIL, INCLUDING COMMITTEE MEETINGS, SHALL  
14 INCLUDE:

15 (1) A QUALIFIED SIGN LANGUAGE INTERPRETER; AND

16 (2) IF THE MEETING IS BEING BROADCAST, OPEN CAPTIONS THAT DISPLAY SPOKEN  
17 WORDS, SOUND EFFECTS, AND OTHER MEANINGFUL AUDIO INFORMATION AS  
18 VISIBLE TEXT THAT APPEARS DIRECTLY ON A SCREEN OR DISPLAY AND CANNOT  
19 BE TURNED OFF.

20 **§ 4-7. SERVICE ANIMAL POLICY.**

21 A SERVICE ANIMAL IS PERMITTED IN A CITY OWNED, OPERATED, OR MANAGED SPACE  
22 WHERE THE PUBLIC IS ALLOWED, IF THE SERVICE ANIMAL IS ACCOMPANYING AN  
23 INDIVIDUAL WITH A DISABILITY.

24 **§ 4-8. GRIEVANCE PROCEDURES.**

25 THE OFFICE OF EQUITY AND CIVIL RIGHTS, IN PARTNERSHIP WITH CITY AGENCIES, SHALL  
26 PROMULGATE RULES AND REGULATIONS ESTABLISHING PROCEDURES:

27 (1) FOR AN INDIVIDUAL TO FILE A COMPLAINT FOR PERCEIVED DISCRIMINATION ON THE  
28 BASIS OF DISABILITY;

1 (2) FOR RECEIPT OF AND RESPONSE TO A COMPLAINT BY THE ADA COORDINATOR  
2 OF ANY AGENCY ALLEGED TO BE INVOLVED IN THE DISCRIMINATION;

3 (3) FOR THE TIMELY RESPONSE TO A COMPLAINT BY THE ADA COORDINATOR OF  
4 ANY AGENCY ALLEGED TO BE INVOLVED IN THE DISCRIMINATION;

5 (4) FOR PROVIDING A WRITTEN AND ACCESSIBLE DETERMINATION ON THE COMPLAINT  
6 TO THE COMPLAINANT;

7 (5) FOR ENSURING OUTCOMES AND CORRECTIVE ACTIONS TAKEN ARE COMMUNICATED  
8 TO THE COMPLAINANT, WITHOUT VIOLATING ANY APPLICABLE LAW;

9 (6) ESTABLISHING A REASONABLE TIME LINE FOR THE PROCEDURES UNDER THIS  
10 SECTION TO TAKE PLACE; AND

11 (7) FOR THE SUBMISSION OF ALL GRIEVANCES FOR A CENTRAL TRACKING AND  
12 REPORTING SYSTEM.

13 **§ 4-9. AGENCY RESPONSIBILITIES.**

14 (A) ADA COORDINATOR.

15 (1) IN GENERAL.

16 EACH AGENCY SHALL DESIGNATE, AND ACCORDINGLY COMPENSATE, AT LEAST 1  
17 EMPLOYEE TO BE THE “ADA COORDINATOR” FOR THE AGENCY.

18 (2) DUTIES.

19 AN ADA COORDINATOR SHALL:

20 (I) PERFORM AN AGENCY SELF-EVALUATION PURSUANT TO TITLE II OF THE  
21 ADA;

22 (II) DEVELOP AN ACCESSIBILITY PLAN FOR THE AGENCY AS REQUIRED UNDER  
23 SUBSECTION (B) OF THIS SECTION;

24 (III) ON A REGULAR BASIS, ASSESS THE AGENCY’S ACCESSIBILITY PLAN FOR  
25 EFFECTIVENESS AND MAKE CHANGES, AS NEEDED;

26 (IV) RECEIVE AND RESPOND TO REQUESTS FOR A REASONABLE  
27 ACCOMMODATION OR MODIFICATION;

1 (V) COORDINATE THE PREPARATION AND SUBMISSION OF AN AGENCY ANNUAL  
2 REPORT AND QUARTERLY REPORT AS REQUIRED UNDER SUBSECTION (C) OF  
3 THIS SECTION; AND

4 (VI) CONSULT WITH AND SUPPORT THE AGENCY'S EQUITY COORDINATOR ON  
5 THE DEVELOPMENT OF THE AGENCY'S EQUITY ACTION PLAN AND ANY  
6 MATTERS RELATING TO ACCESSIBILITY FOR INDIVIDUALS WITH  
7 DISABILITIES.

8 (3) TRAINING.

9 THE OFFICE OF EQUITY AND CIVIL RIGHTS SHALL DEVELOP AND DELIVER AN  
10 ANNUAL TRAINING FOR ADA COORDINATORS, WITH A FOCUS ON CREATING AN  
11 ACCESSIBILITY PLAN AND INTEGRATING THE PLAN WITH THE AGENCY'S DAILY  
12 OPERATIONS.

13 (B) AGENCY ACCESSIBILITY PLANS.

14 (1) IN GENERAL.

15 THE DIRECTOR OF AN AGENCY, IN CONSULTATION WITH OECR AND THE  
16 AGENCY'S ADA COORDINATOR, SHALL DEVELOP AND IMPLEMENT AN  
17 ACCESSIBILITY PLAN.

18 (2) CONTENTS.

19 AN ACCESSIBILITY PLAN SHALL INCLUDE:

20 (I) THE MODE:

21 (A) OF EVALUATING THE NEEDS OF A QUALIFIED INDIVIDUAL WITH A  
22 DISABILITY ATTEMPTING TO ACCESS AN AGENCY SERVICE;

23 (B) OF PROVIDING AN ACCOMMODATION OR MODIFICATION TO A  
24 QUALIFIED INDIVIDUAL WITH A DISABILITY;

25 (C) OF COORDINATING WITH MIMA WHEN SERVING AN INDIVIDUAL  
26 WITH BOTH LANGUAGE ACCESS AND DISABILITY-RELATED NEEDS;  
27 AND

28 (D) OF PROVIDING PUBLIC NOTICE OF THE AGENCY'S OBLIGATION TO  
29 SERVE A QUALIFIED INDIVIDUAL WITH A DISABILITY.

1                   (II) THE MEANS BY WHICH THE AGENCY WILL MONITOR ITS COMPLIANCE WITH:

2                           (A) THE ACCESSIBILITY PLAN;

3                           (B) THE PROVISIONS OF THIS SUBTITLE; AND

4                           (C) ANY OTHER APPLICABLE LAWS, RULES, AND REGULATIONS  
5                                   REGARDING AN INDIVIDUAL WITH A DISABILITY AND ACCESS TO  
6                                   PUBLIC SERVICES; AND

7                   (III) THE NAME AND CONTACT INFORMATION OF EACH EMPLOYEE THAT WILL  
8                           SERVE AS AN ADA COORDINATOR FOR THE AGENCY.

9           (3) PUBLICATION; SUBMISSION.

10                   AN AGENCY SHALL:

11                           (I) PUBLICLY PUBLISH THE AGENCY’S ACCESSIBILITY PLAN; AND

12                           (II) SUBMIT THE AGENCY’S ACCESSIBILITY PLAN TO OECR.

13           (4) BIENNIAL UPDATE.

14                   THE DIRECTOR OF AN AGENCY SHALL REVIEW, UPDATE, AND IMPLEMENT THE  
15                   AGENCY’S ACCESSIBILITY PLAN BY JANUARY 1 OF EACH EVEN-NUMBERED YEAR.

16           (C) REPORTING REQUIREMENTS.

17                   (1) ANNUAL REPORT.

18                   ON JANUARY 1 OF EACH ODD-NUMBERED YEAR AN AGENCY SHALL FILE A REPORT  
19                   WITH OECR AND THE DEPARTMENT OF LEGISLATIVE REFERENCE THAT ASSESSES  
20                   THE AGENCY’S PREPARATION AND IMPLEMENTATION OF ITS ACCESSIBILITY PLAN.

21                   (2) QUARTERLY REPORT.

22                   EACH QUARTER, AN AGENCY SHALL FILE A REPORT WITH OECR AND THE  
23                   DEPARTMENT OF LEGISLATIVE REFERENCE THAT CONTAINS DATA RELATED TO  
24                   THE PROVISION OF REASONABLE ACCOMMODATIONS AND MODIFICATIONS,  
25                   INCLUDING:

26                           (I) THE NUMBER OF INDIVIDUALS THAT REQUESTED A REASONABLE  
27                           ACCOMMODATION OR MODIFICATION;

1 (II) EACH TYPE OF ACCOMMODATION OR MODIFICATION REQUESTED AND IF  
2 THE AGENCY PROVIDED THE ACCOMMODATION OR MODIFICATION, AND IF  
3 NOT, WHY;

4 (III) THE LENGTH OF TIME FROM REQUEST TO DETERMINATION, AND  
5 FROM DETERMINATION TO PROVISION OF ACCOMMODATION OR  
6 MODIFICATION; AND

7 (IV) THE NUMBER OF GRIEVANCES FILED WITH THE AGENCY.

8 **§ 4-10. ADMINISTRATIVE SUPPORT FOR AGENCIES.**

9 SUBJECT TO THE APPROPRIATION OF FUNDS IN THE ANNUAL ORDINANCE OF ESTIMATES  
10 AND SUPPLEMENTARY APPROPRIATIONS, OECR SHALL:

11 (1) PROVIDE OVERSIGHT, COORDINATION, AND TECHNICAL ASSISTANCE TO AN AGENCY  
12 AS THE AGENCY PREPARES AND IMPLEMENTS ITS ACCESSIBILITY PLAN; AND

13 (2) AS APPROPRIATE, CONSULT WITH MIMA WHEN A QUALIFIED INDIVIDUAL WITH A  
14 DISABILITY ALSO REQUIRES LANGUAGE ACCESS SERVICES BASED ON THEIR STATUS  
15 AS A LIMITED ENGLISH PROFICIENT INDIVIDUAL.

16 **§ 4-11. RULES AND REGULATIONS.**

17 SUBJECT TO TITLE 4 {"ADMINISTRATIVE PROCEDURE ACT - REGULATIONS"} OF THE CITY  
18 GENERAL PROVISIONS ARTICLE, THE DIRECTOR OF OECR SHALL ADOPT RULES AND  
19 REGULATIONS TO CARRY OUT THIS SUBTITLE.

20 **SECTION 3. AND BE IT FURTHER ORDAINED,** That § 4-6 of this Ordinance is applicable  
21 prospectively and is not to impact any contract or agreement that exists prior to the date that  
22 this Ordinance is enacted.

23 **SECTION 4. AND BE IT FURTHER ORDAINED,** That Section 1 of this Ordinance takes  
24 effect on the date it is enacted.

25 **SECTION 5. AND BE IT FURTHER ORDAINED,** That except as provided in Section 4 of this  
26 Ordinance, this Ordinance shall take effect 1 year and 2 months after the date it is enacted.”.