



CITY OF CHEYENNE
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 (“ADA”). 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 Cheyenne. The City’s Personnel Policy governs employment –related complaints of disability discrimination.

The grievance 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:

Human Resources/ADA Coordinator
humanresources@cheyennecity.org
2101 O’Neil Avenue
Cheyenne, Wyoming 82001

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

If the response by the ADA Coordinator or a 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 Mayor.

Within 15 calendar days after receipt of the appeal, the Mayor or designee, will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the Mayor or a 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 the Human Resources Director, ADA Coordinator or a designee, appeals to the Mayor, and responses from these two offices will be retained by the City of Cheyenne for a minimum of three years.