

**BOARD OF PARK COMMISSIONERS OF THE
CLEVELAND METROPOLITAN PARK DISTRICT
POLICY STATEMENT**

SUBJECT: Dignity and Respect for All: Nondiscrimination Policy

EFFECTIVE DATE: November 12, 2015

I. PURPOSE: To establish uniform guidelines in order to promote a work and public environment at Cleveland Metroparks that is free of discrimination and harassment and to affirm Cleveland Metroparks' commitment to equal opportunity and the core values of "dignity and respect" for all individuals, and its "guest focus" and "professionalism".

II. POLICY

A. Programs, Services and Activities: Cleveland Metroparks shall operate its programs, services, and activities without regard to race, color, religion, age, national origin, national ancestry, sex, pregnancy, gender, sexual orientation, military service or veteran status, gender identity or expression, mental or physical disability, or genetic information, in accordance with the following:

- Title VI of the Civil Rights Act of 1964;
- The Omnibus Crime Control and Safe Streets Act of 1968, as amended (42 U.S.C. §3789d);
- Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §1681, et seq.);
- Section 13 of the 1972 Amendments to the Federal Water Pollution Control Act;
- Section 504 of the Rehabilitation Act of 1973;
- Title II of the Americans with Disabilities Act of 1990;
- The Age Discrimination Act of 1975;
- Executive Order 13166;
- Executive Order 13279;
- Ohio Revised Code Chapter 4112; and
- All regulations implementing the above-cited statutes.

B. Employment Practices: Cleveland Metroparks employees shall be appointed, employed, promoted, and compensated without regard to their race, color, religion, age, national origin, national ancestry, sex, pregnancy, gender, sexual orientation, military service or veteran status, gender identity or expression, mental or physical disability, or genetic information.

C. Retaliation: Cleveland Metroparks also prohibits retaliation based on a protected activity, such as the filing of a complaint of discrimination or participation in the investigation of such a claim. Any witness, complainant or respondent involved in an investigation shall not to be retaliated against for their participation in the fact-finding process.

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III. PROCEDURES

- A. All employees, commissioners, officers, volunteers, affiliates, vendors, contractors, and any individual or entity acting on behalf of Cleveland Metroparks are expected act in a manner without regard to race, color, religion, age, national origin, national ancestry, sex, pregnancy, gender, sexual orientation, military service or veteran status, gender identity or expression, mental or physical disability, or genetic information.
- B. Operational Policies and Procedures: The Chief Executive Officer (CEO), or his designee, shall implement any necessary operational policies and procedures to carry out this policy. This includes establishment of procedures to receive discrimination and/or harassment complaints and to monitor compliance with state and federal non-discrimination laws and regulations.
- C. Notices:
1. The CEO, or his designee, shall ensure that the required notices related to this policy are properly posted.
 2. Notice Under the Americans with Disabilities Act
 - a. **Effective Communication**: Cleveland Metroparks will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Cleveland Metroparks' programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments. Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of Cleveland Metroparks, should contact the office of Director of Risk Management (trc@clevelandmetroparks.com 216.635.3200) as soon as possible but no later than 48 hours before the scheduled event.
 - b. **Modifications to Policies and Procedures**: Cleveland Metroparks will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in Cleveland Metroparks offices, even where pets are generally prohibited.
 - c. **Alteration or burden**: The ADA does not require Cleveland Metroparks to take any action that would fundamentally alter

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the nature of its programs or services, or impose an undue financial or administrative burden.

- d. *No surcharge:* Cleveland Metroparks will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

- D. Complaints under this Policy related to matters other than employment should be directed to the Director of Risk Management at trc@clevelandmetroparks.com or 216.635.3200. Employment related complaints shall follow the processes proscribed in the Cleveland Metroparks Employee Handbook.

References:

Title VI of the Civil Rights Act of 1964; The Omnibus Crime Control and Safe Streets Act of 1968, as amended (42 U.S.C. §3789d);
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Title II of the Americans with Disabilities Act of 1990;
The Age Discrimination Act of 1975; and
Executive Order 13166
Executive Order 13279
Ohio Revised Code Chapter 4112

Replaces and Supersedes: n/a

Approved:



Chief Executive Officer-Secretary



Board President

11/12/15

Approval Date

NOVEMBER 2020

Review Date