



City of Cambridge

2.

IN CITY COUNCIL
January 22, 1979

COUNCILLOR PREUSSER

WHEREAS: As part of the Rehabilitation Act of 1973, (Public Law 93-112), the Congress of the United States of America Section 504 in order to insure that programs which receive assistance from the federal government through H.E.W. to not discriminate on the basis of handicap by insisting that "no otherwise qualified handicapped individual in the United States, as defined in section 7(6), shall, solely by reason of his handicap, be excluded from the participation in, be denied the benefits of, or be subject to discrimination under any program or activity receiving federal financial assistance"; and

WHEREAS: The City of Cambridge therefore now has a legal responsibility to take various steps, as outlined below, in order to be in compliance with the mandates of this Act of Congress in order to protect its effected federally sponsored programs and activities; and

WHEREAS: The City of Cambridge moreover and more importantly recognizes, welcomes and accepts its moral responsibility to take affirmative steps which will insure a full and gainful life for those of our citizens who are handicapped; and

WHEREAS: The City of Cambridge wishes to transcend its minimal requirements of law and instead institute programs and activities on behalf of the handicapped which will serve as a model for other cities throughout the nation; therefore be it

ORDERED: That the City Manager be requested to proceed immediately to take the following steps:

- I) Designate a coordinator to insure that the City of Cambridge is in compliance with this Act.

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- II) Adopt new or assign existing grievance procedures to provide for the prompt and equitable resolution of complaints which may arise from this Act.

- III) Develop a Transition Plan for bringing the City into full compliance and then beyond which at minimum:
 - a. Identify physical obstacles in the recipient's facilities that limit the accessibility of its program or activity to handicapped persons;
 - b. Describe in detail the methods that will be used to make the facilities accessible;
 - c. Specify the schedule for taking the steps necessary to achieve full program accessibility and, if the time period of the transition plan is longer than one year, identify steps that will be taken during each year of the transition period; and
 - d. Indicate the person responsible for implementation of the plan.

- IV) Conduct a comprehensive City Self-evaluation which requires him or his designee(s) to:
 - a. Evaluate, with the assistance of interested persons, including handicapped persons or organizations representing handicapped persons, its current policies and practices and the effects thereof that do not or may not meet the requirements of this part;
 - b. Modify, after consultation with interested persons, including handicapped persons or organizations representing handicapped persons, any policies and practices that do not meet the requirements of this part; and

- c. Take, after consultation with interested persons, including handicapped persons or organizations representing handicapped persons, appropriate remedial steps to eliminate the effects of any discrimination that resulted from adherence to these policies and practices.
- V) Promulgate in all ways possible notice of compliance with the Act by following these requirements of the law:
- a. A recipient that employs fifteen or more persons shall take appropriate initial and continuing steps to notify participants, beneficiaries, applicants, and employees, including those with impaired vision or hearing, and unions or professional organizations holding collective bargaining or professional agreements with the recipient that it does not discriminate on the basis of handicap in violation of section 504 and this part. The notification shall state, where appropriate, that the recipient does not discriminate in admission or access to, or treatment or employment in, its programs and activities. The notification shall also include an identification of the responsible employee designated pursuant to Section 84.7 (a). A recipient shall make the initial notification required by this paragraph within 90 days of the effective date of this part. Methods of initial and continuing notification may include the posting of notices, publication in newspapers and magazines, placement of notices in recipients' publication, and distribution of memoranda or other written communications.
 - b. If a recipient publishes or uses recruitment materials or publications containing general information that it makes available to participants, beneficiaries, applicants, or employees, it shall include in those materials or publications a statement of the

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policy described in paragraph (a) of this section. A recipient may meet the requirement of this paragraph either by including appropriate inserts in existing materials and publications or by revising and reprinting the materials and publications.

ORDERED:

That in order to achieve these ambitious yet essential goals, the City Manager is further requested to appoint an Advisory Committee on the Handicapped which represents the City's diverse interests and populations yet obviously in this case has cross-disability representation; and be it further

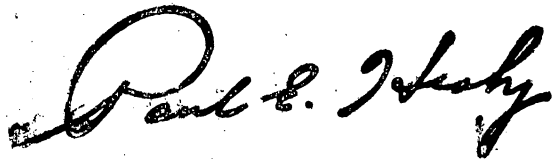
ORDERED:

That the City Manager be further requested to have this committee report to him and assist him or his designee(s) so that Cambridge might quickly and thoroughly begin to come into compliance with Section 504 of the Rehabilitation Act of 1973 and then move forward to establish model programs and services which will protect the rights and insure opportunity for the handicapped citizens of our community.

In City Council January 22, 1979
Adopted by the affirmative vote of 9 members.
Attest: Paul E. Healy, City Clerk

A true copy,

ATTEST:

A handwritten signature in cursive script, reading "Paul E. Healy". The signature is written in dark ink and is positioned below the printed name of the City Clerk.

Order #2

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C. Preusser re: compliance with Section 504
of the Rehabilitation Act of 1973.

In City Council,

January 22, 1979

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