

**County of Cumberland  
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 County of Cumberland. The Personnel Policies of The County of Cumberland govern employment-related complaints of disability discrimination.

The complaint 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:

Josephine Bentley – ADA Coordinator  
16 W. High Street, Suite 301  
Carlisle, PA 17013  
Phone: 717.240.5396  
FAX: 717.240.7877  
Email: [jmbentley@cumberlandcountypa.gov](mailto:jmbentley@cumberlandcountypa.gov)

Within 15 calendar days after receipt of the complaint, the ADA Coordinator will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, the ADA Coordinator 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 County of Cumberland and offer options for substantive resolution of the complaint.

If the response by the ADA Coordinator 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 Cumberland County Human Resources Director.

Within 15 calendar days after receipt of the appeal, the Cumberland County Human Resources Director will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the Cumberland County Human Resources Director 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 ADA Coordinator, appeals to the Cumberland County Human Resources Director, and responses from these two offices will be retained by the County of Cumberland for at least three years.