



**City of Portland
Grievance Procedure for
The Americans with Disabilities Act Relating to the City's Programs,
Services, and Activities***

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 Portland. The City of Portland's Human Resources policies governs 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:

Mandy Levine,
ADA Coordinator, Workforce Diversity and Inclusion Specialist
Human Resources
389 Congress Street, Room 115
Portland, ME 04101
207-874-8620, 207-874-8936 (TTY)
alevine@portlandmaine.gov

Within 15 calendar days after receipt of the complaint, Mandy Levine or her designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, unless another date is agreed to in writing, Mandy Levine or her 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 Portland and offer options for substantive resolution of the complaint.

If the response by Mandy Levine or her 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 City Manager Jon Jennings or his designee.

Within 30 calendar days after receipt of the appeal, the City Manager Jon Jennings or his designee will meet with the complainant to discuss the complaint and possible resolutions. Within 30 calendar days after the meeting, the City Manager Jon Jennings or his 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 Mandy Levine or her designee, appeals to the City Manager Jon Jennings or his designee, and responses from these two offices will be retained by the City of Portland for at least three years.

*Please note that *employment* issues should be addressed through applicable Human Resources policies and/or the governing collective bargaining agreement.