



(908) 689-1118  
fax (908) 689-6363

info@abilitiesnw.com  
www.abilitiesnw.com

## **THE AMERICANS WITH DISABILITIES ACT (ADA)**

The Americans with Disabilities Act of 1990 (ADA) is landmark federal legislation that opens up services and employment opportunities to the millions of Americans with disabilities. The ADA affects access to employment; state and local government programs and services; transportation, and access to places of public accommodation such as businesses, non-profit service providers; and telecommunications.

## **ABILITIES OF NORTHWEST JERSEY INC (hereafter referred to as "Abilities") ADA COMMITMENT AND COMPLIANCE**

Abilities is committed to ensuring that no person is excluded from participation in or denied the benefits of its services on the basis on their disability as provided by the Americans with Disabilities Act.

Abilities management, and all supervisors and employees share direct responsibility for carrying out Abilities commitment to the ADA. Abilities Corporate Compliance ensures accountability in this commitment, and supports all parts of the organization in meeting their respective ADA obligations. Abilities Corporate Compliance Officer coordinates internally with all appropriate offices in the investigation of complaints of discrimination, and takes a lead role in responding to requests for information about Abilities civil rights obligations and operations.

### **ADA Complaints**

If you wish to file an ADA complaint of discrimination with Abilities, please contact Abilities Corporate Compliance Officer via 908-689-1118 or the address noted below, or use our online form (if applicable).

### **What Happens to my ADA Complaint of Discrimination to Abilities?**

All ADA complaints of discrimination received by Abilities are routed to local area management for prompt investigation and resolution. All complaints received will be investigated, so long as the complaint is received within 180 days from the date of the alleged discrimination. Abilities will provide appropriate assistance (online and otherwise) to complainants who are limited in their ability to communicate in English or require accommodation. Complainants will be requested to leave contact information for follow-up about their complaints.

Abilities aims to complete investigations into all complaints received, within 90 days of receipt. In instances where additional information is needed to complete an investigation, the investigator will contact the complainant using the contact information provided. Failure of the complainant to provide contact information or any requested additional information may result in a delay in resolution, or the administrative closure of the complaint. Abilities has a zero tolerance policy on discrimination and will take appropriate corrective measures in all instances where a violation of Abilities non-discrimination policy has been established.

Once a complaint investigation is complete, complainants will receive a notice of finding via their preferred/available mode of contact (phone, E-mail, U.S. post, etc.). If no contact information is provided, a note regarding the outcome of the investigation will be saved on file for a minimum of three years. Complainants can contact Abilities Corporate Compliance at any time to check on the status of their complaint.

**Filing a Complaint Directly to the Federal Transit Administration:**

A complainant may choose to file a Title VI complaint with the Federal Transit Administration by contacting the Administration at:

Federal Transit Administration  
Office of Civil Rights  
Attention: Complaint Team  
East Building, 5th Floor – TCR  
1200 New Jersey Avenue, SE  
Washington, DC 20590

**Further questions about Abilities ADA Obligations**

For additional information on Abilities non-discrimination obligations and other responsibilities related to ADA, please call 908-689-1118 or write to:

Abilities of Northwest Jersey, Inc.  
PO Box 251  
Washington, NJ 07882  
Attn: Corporate Compliance Department

***SEE COMPLAINT FORM ON NEXT PAGE***

Americans with Disabilities Act Complaint Form

Abilities is committed to ensuring that no person is denied access to its services, programs, or activities on the basis of their disabilities, as provided by title II of the Americans with Disabilities Act of 1990 ("ADA"). ADA complaints must be filed within 180 days from the date of the alleged incident.

The following information is necessary to assist us in processing your complaint. If you require any assistance in completing this form, or if you would like to make a verbal complaint, please contact Abilities Corporate Compliance Department at 908-689-1118.

Complainant:

Phone:

Street Address:

City, State, Zip Code

Alt Phone:

Person Preparing Complaint (if different from Complainant):

Street Address, City, State, Zip Code

Date of Incident: \_\_\_\_\_

Please describe the alleged discriminatory incident, including the location(s), if applicable. Provide the names and titles of Abilities employees involved, if available.

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Description of incident continued:

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Have you filed a complaint with any other federal, state, or local agencies? Yes/No (Circle One).  
If so, list agency/agencies and contact information below:

Agency Contact Name:

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Street Address, City, State, Zip Code Phone:

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I affirm that I have read the above charge and that it is true to the best of my knowledge, information, and belief.

\_\_\_\_\_

Complainant's Signature

\_\_\_\_\_

Date

\_\_\_\_\_

Print or Type Name of Complainant

Date Received: \_\_\_\_\_

Received By: \_\_\_\_\_