



## Elkhart County ADA/Title VI Goals & Accomplishments Report 2022-2024

### 2022-2023 Accomplishments

The Elkhart County Equal Employment Opportunity (EEO) Committee met four times annually, focusing on their commitment to equal employment of an individual without regard for race, color, age, religion, gender, national origin, disability, genetic information, or any other basis protected by federal or state law.

Elkhart County EEO Committee collected and analyzed data pertaining to equal opportunity through a satisfaction survey and other means, to educate supervisors and improve county equal opportunity.

In compliance with the County's training policy, Section 3.19, several topics pertaining to Title VI were offered through an online training program.

Separation Questionnaires were distributed to all employees near the end of their employment with the county. Results were tabulated, combined, and presented for discussion, as part of the EEO statistics at the quarterly meeting.

County policies, pertaining to Title VI, were highlighted in the bi-monthly Benefit Flash newsletter to educate and outline Title VI for employees.

Elkhart County participated in Disability Awareness Month by contacting the Indiana Governor's Council for People with Disabilities. Posters were displayed in county buildings. County issued emails and newsletters were distributed containing educational material pertaining to awareness month.

Construction was completed for a fully accessible Elkhart County Park: Corson Riverwoods.

Elkhart County Highway Department continued the design of a major road overpass project that will increase accessibility by adding approximately 1.5 miles of ADA compliant sidewalk and curb ramps.

Elkhart County Highway Department began the design for Bridge 385 and the CR17 Multiuse Path. ADA improvements are incorporated into the design of these projects to provide a more accessible route for pedestrians.



Revisions to the design of an Elkhart County Highway CR18, CR13 and CR115 intersection improvement, will now provide additional accessibility at the intersection for pedestrians. Construction began in 2023.

The design and construction of Bridge 152 was completed with ADA compliance.

As subdivision streets were accepted into the county roadway system, mandatory inspections of sidewalks and curb ramps were performed for ADA compliance.

Elkhart County served as an ADA resource for projects within the smaller municipalities, or private developments within Elkhart County.

The Elkhart County ADA Coordinator worked with a consultant in a complete review and reorganization of the inventory, transition plan, and priority matrix, ensuring more user-friendly information for Elkhart County.

The ADA transition plan for county buildings was reviewed and updated, by the ADA Coordinator and Director of Buildings and Grounds, as barriers were removed.

A new ADA Transition Plan, as well as a new Title VI Implementation Plan were adopted in 2023.

## **2024 Goals**

Elkhart County EEO Committee will review and update ongoing goals on an annual basis, and establish new goals as issues/needs are identified.

Elkhart County EEO Committee will continue to distribute Separation Questionnaires and Employee Satisfaction to employees.

Elkhart County EEO will encourage all elected officials, department managers, and all other employees of the county to attend ADA/Title VI training opportunities.

Elkhart County will continue to identify and use recruitment sources which may potentially target or encourage minority applicants for employment opportunities with Elkhart County.

Elkhart County Human Resources will follow and/or conduct exit interviews with resigning employees to evaluate cause for separation, issues/problems encountered, and ways to improve.



Elkhart County Human Resources Department will review and update the EEO/Workplace Harassment Policy.

The ADA Coordinator and Title VI Coordinator will continue to monitor ADA and Title VI compliance within all county facilities. The ADA transition Plan and Title VI Implementation Plan will be updated accordingly.

The ADA Coordinator will develop and implement Elkhart County specific ADA standards for all projects within the right-of-way in Elkhart County's jurisdiction.

Elkhart County Highway Department will review all publications, bid solicitations, contracts, proposals, etc., for verification of Title VI language.

Elkhart County Highway Department will continue the design of a major road overpass project that will increase accessibility by adding approximately 1.5 miles of ADA compliant sidewalk and curb ramps.

Elkhart County Highway Department will continue design for Bridge 385 and the CR17 Multiuse Path. ADA improvements are incorporated into the design of these projects to provide a more accessible route for pedestrians.

Intersection Improvements to CR18, CR13, and CR115 will be constructed with ADA compliant pedestrian features.

The ADA Coordinator will provide a plan to bring existing ramps into compliance through the Elkhart County paving package, as funds are available.

Elkhart County will strive towards no Title VI or ADA complaints, claims, or grievances.

Respectfully submitted by: Kathryn A. Nibbelz

Title: ADA Coordinator/Project Engineer

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