

ADA

Americans with
Disabilities Act



Fountain County

2026 ADA Transition Plan

Adopted by: Fountain County Board of Commissioners

Date: 2-11-26

Enclosure No. 1

NOTICE UNDER THE AMERICANS
WITH THE DISABILITIES ACT

Under the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”), the Fountain County Government will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

***Employment:* The Fountain County Government does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.**

***Effective Communication:* The Fountain County Government will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in The Fountain County Government programs, services, and activities, including qualified sign language interpreters, ~~documents in Braille, and other ways of making information~~ and communications accessible to people who have speech, hearing, or vision impairments.**

Modifications to Policies and Procedures: The Fountain County Government will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals

with service animals are welcomed in the Fountain County Government offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of The Fountain County Government, should contact the office of Tina Holmes, ADA Coordinator, 301 4th Street Covington, IN 47932 phone 765-793-0833, email tholmes@fountaincounty.in.gov, as soon as possible but no later than 1 week before the scheduled event.

The ADA does not require the Fountain County Government to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that the program, service, or activity of The Fountain County Government is not accessible to persons with disabilities should be directed to Tina Holmes, ADA Coordinator, 301 4th Street, Covington, IN 47932, phone 765-793-0833, email tholmes@fountaincounty.in.gov

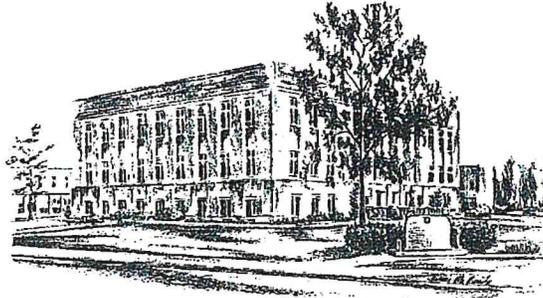
The Fountain County Government will not place a surcharge on a particular individual with disabilities or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

Fountain County Commissioners

Aaron Fruits, President,

KW Rice,

Tim Shumaker



Fountain County Courthouse Covington, Ind.

301 4th Street
Courthouse
Covington, IN 47932

Phone: (765) 793-6243
Fax: (765) 793-5027

NOTICE OF NONDISCRIMINATION UNDER THE AMERICANS WITH DISABILITIES ACT OF 1990 AND SECTIONS 504 OF THE REHABILITATION ACT OF 1973

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 as amended, 42 U.S.C §§12101 et seq. ("ADA"), and Section 504 of the Rehabilitation Act of 1973, as amended (Section 504) (29 U.S.C. §794) and implementing regulations found in 28 CFR 35 and 49 CFR 27, the Fountain County will not discriminate against qualified individuals with disabilities based on disability in its services, programs or activities. Fountain County does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

Fountain County will, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Fountain County's programs, services, and activities, including qualified sign language interpreters, documents in braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Fountain County will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in Fountain County offices, even where pets are generally prohibited. Anyone who requires auxiliary aids or services for effective communication, or a modification of policies and procedures to participate in a program, service, or activity of Fountain County, should contact Fountain County's ADA/504 Coordinator as soon as possible so that the appropriate accommodation can be made. The Americans with Disabilities Act does not require Fountain County to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of Fountain County is not accessible to persons with disabilities should be directed to Tina Holmes, ADA/504 Coordinator, Program Manager at Fountain County, 301 4th St, Covington, IN 47932, tholmes@fountaincounty.in.gov 765-793-0833. Fountain County will not place a surcharge on qualified individuals with disabilities to cover the cost of providing auxiliary aids, services, or reasonable modifications of policies.

Aaron Fruits, Commissioner

2/11/26

Date

Enclosure No. 2

The Fountain County Government
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 based on disability in the provision of services, activities, programs, or benefits by the Fountain County Government. Fountain County's Personnel Policy governs employment-related complaints of disability discrimination.

The complaint should be in writing and contain information about the alleged discrimination, such as the name, address, phone number of the 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:

Tina Holmes, ADA Coordinator, 301 4th Street, Covington,
IN 47932, phone 765-793-0833
Email: tholmes@fountaincounty.in.gov

Within 15 calendar days after receipt of the complaint, *Tina Holmes* or *her* designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of that meeting, *Tina Holmes* 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 *Fountain County Government* and offer options for substantive resolution of the complaint.

If the response by *Tina Holmes* 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 County Commissioners or *their* designee.

Within 15 calendar days after receipt of the appeal, the County Commissioners or their designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the County Commissioners or *their* 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 *Tina Holmes* or *her* designee appeal to the County Commissioners or *their* designee, and responses from these two different offices will be retained by the Fountain County Commissioners for at least three years

Enclosure No. 3

County of Fountain

ADA Grievance Form

Name: _____

Address: _____

Phone Number: _____

Email Address: _____

Location of problem: _____

Date noticed: _____

Description of problem:

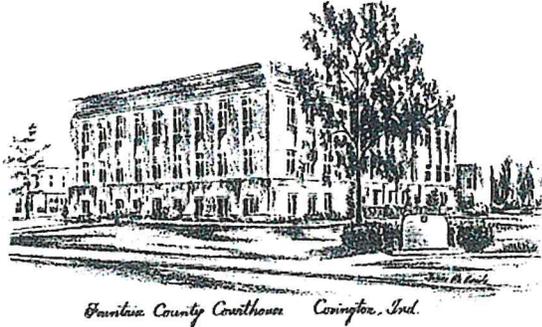
*Please attach additional pages if needed

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:

Attn: ADA Coordinator
301 4th Street,
Covington, IN 47932
(765-793-0833)

Fountain County Commissioners

Aaron Fruits, President, Kenneth W Rice, Tim Shumaker



301 4th Street
Courthouse
Covington, IN 47932

Phone: (765) 793-6243
Fax: (765) 793-5027

Approval and Implementation

Fountain County, Indiana Americans with Disabilities Act Transition Plan

President
County Board of Commissioners
Aaron Fruits

County Commissioner
Kenneth W Rice

County Commissioner
Tim Shumaker

Dated this 11 of Feb. 2026

Purpose of Self-Evaluation

This ADA Self-Evaluation is conducted by Fountain County, Indiana in accordance with Title II of the Americans with Disabilities Act (ADA) and 28 CFR Part 35. The purpose is to identify physical, programmatic, communication, and policy barriers that may limit access for individuals with disabilities to County programs, services, activities, and facilities. The results of this evaluation will be used to document compliance efforts and to inform updates to the Fountain County ADA Transition Plan.

Fountain County Facilities Covered

This ADA Self-Evaluation and Transition Plan applies to the following Fountain County facilities, including but not limited to:

- Fountain County Courthouse – Covington, Indiana
- Fountain County Highway Garage
- Fountain County Sheriff’s Office and Jail Public Areas
- Fountain County EMS
- Fountain County Health Dept.

ADA Barrier Removal Schedule

The following table identifies known or potential accessibility barriers, planned corrective actions, responsible parties, and estimated timelines. This table will be updated as barriers are removed or new barriers are identified.

Facility: Courthouse
Barrier: Veterans Service does not have easy access for handicap.
Corrective Action: Moving office to an ADA-compliant floor.
Responsible Party: Commissioners
Completion Date: 2027
Total Cost: None

Facility: Highway Dept.
Barrier: The highway building is not fully handicap accessible at this time.
Corrective Action: Building a new facility
Responsible Party: Commissioners
Completion Date: 2026-2028
Total Cost: Between 7 and 8 million

Facility: Sheriffs Dept.
Barrier: None
Corrective Action:
Responsible Party:
Completion Date:
Total Cost:

Facility: EMS:
Barrier: None
Corrective action:
Responsible Party:
Completion Date:
Total Cost:

Facility: Health Dept.
Barrier: The main entrance does not have an automatic door.
The threshold to the main door is not flush for easy wheelchair access.
~~There is no handicap signage in the parking lot.~~
Corrective Action: Install an automatic door in the main entrance.
Replace the threshold with a flush threshold for easy wheelchair access.
Adding signage to the parking lot.
Responsible Party: Facility and Commissioners.
Completion Date: 2027
Total Cost: \$16,000.00

Public Participation

Fountain County provides an opportunity for individuals with disabilities, disability advocates, and members of the public to participate in the ADA self-evaluation process. Input may be solicited through public notice, the County website, public meetings, direct outreach, or written comment.

Certification

I certify that this ADA Self-Evaluation was conducted in good faith on behalf of Fountain County, Indiana, and reflects an accurate assessment of accessibility and compliance barriers to the best of my knowledge.

Name: Tina Holmes

Title: ADA Coordinator or Authorized Designee

Signature: _____

Date: _____

This ADA Self-Evaluation is maintained by Fountain County and may be incorporated into the County's ADA Transition Plan and made available for public inspection upon request.

Fountain County Commissioners

Aaron Fruits, President,

KW Rice,

Tim Shumaker



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Dear Citizens

The Fountain County is committed to building the safest and most resilient County for all users. Our mission is to serve and provide citizens and visitors of our County meaningful access to our programs, services, and facilities, regardless of ability, in accordance with Section 504 of the Rehabilitation ACT and the Americans with Disabilities Act (ADA).

With this update to the Americans with Disabilities Act (ADA) Transition Plan, Fountain County continues our commitment to this effort. Since the previous plan was published in 2021, Fountain County has collected additional accessibility data, implemented projects involving accessibility improvements, and developed new statewide plans that complement and influence the ADA program.

Fountain County remains fully committed to ensuring and promoting accessibility and nondiscrimination in all our program areas and facilities. This updated ADA Transition Plan demonstrates and effectuates our commitment to ongoing barrier removal, compliance monitoring, public participation, and program evaluation to provide a means to the most inclusive future of transportation.

We, at Fountain County, believe collaboration with the public and partnering agencies is key to our success. We welcome all public comments concerning this plan. Public comments may be submitted to tholmes@fountaincounty.in.gov or by calling 765-793-0833. Thank you in advance for your participation! Your voice matters.

Sincerely,

Aaron Fruits, Commissioner