**Questions for Dr. Fadal**

**September 16, 2022**

General Questions

1. What is the role of the Disability Compliance Office (DCO)? i.e.:
   1. Administration of employee reasonable accommodations under Title I of the ADA
   2. Compliance of facilities, programs, services, and activities under Title II of the ADA
2. What is the process for complaints alleging discrimination because on disability? Do the DCO and EEO offices coordinate on these?
3. What support and resources does the DCO receive from the Department of Personnel Services (DPS) to achieve its mission?
4. Why was the DCO’s budget reduced by $80,370 for FY 2022-23? Why was it the only DPS unit which had its budget reduced, when all other units received increases?
5. What is the current and future staffing structure of the DCO – job classifications and work assignments?
6. Why was the DCO one of the units relocated from the County Administration Building to the Tech Center, while some other DPS units were not relocated?

Title I ADA Questions

1. What is the process for an employee to submit a request for reasonable accommodations? What is the follow up process, and what is the timeframe? Are there clear expectations set for a timely response? How does DPS ensure that employees are being engaged in the mandated interactive process? How are they tracked to ensure timelines and effective implementation of reasonable accommodations? Is there any follow-up after the reasonable accommodation is in place to ensure it is effective?

Title II ADA Questions

1. What is the role of the DCO ADA Title II compliance? What has been done to train and support the departmental liaisons appointed to oversee Title II activities and requirements? What resources have been provided to them?
2. What is the DCO’s role in implementing the findings and recommendations for removing access barriers identified in the ADA Self-Evaluation for DPS, and County-wide?