

Resolution No. 13-23

CITY OF FRIEND
SECTION 504/ADA TRANSITION PLAN
JUNE 2013

City of Friend, Nebraska

James W. Vossler, Mayor

Patrick K. Gates, Utilities Superintendent

Debbie Gilmer, City Clerk/Treasurer

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CITY OF FRIEND, NEBRASKA

Section 504 – Rehabilitation Act of 1973 Americans with Disabilities Act of 1990

Policy Statement

The City of Friend will ensure that no qualified disabled individual shall, solely on the basis of his or her disability, be excluded from the participation in, be denied the benefits of, or be subject to discrimination under any of its programs, services, or activities as provided by Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 (ADA). The City of Friend further ensures that every effort will be made to provide nondiscrimination in all of its programs or activities regardless of the funding source.

For our purposes, a disabled person is defined as any person who:

- a. Has a physical or mental impairment that substantially limits one or more major life activities;
- b. Has a record of such an impairment; or
- c. Is regarded as having such an impairment.

As used in this definition, the phrase:

- a. *Physical or mental impairment* means (i) any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological; musculoskeletal; special sense organs; respiratory, including speech organs; cardiovascular; reproductive; digestive; genitourinary; hemic and lymphatic; skin; and endocrine; or (ii) any mental psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities. The term physical or mental impairment includes, but is not limited to, such diseases and conditions as orthopedic, visual, speech, and hearing impairments; cerebral palsy; epilepsy; muscular dystrophy; multiple sclerosis; cancer; heart disease; mental retardation; emotional illness; drug addiction and alcoholism.

Major life activities means functions such as caring for one's self, performing manual tasks, walking seeing, hearing, speaking, breathing, learning, and working.

PASSED AND APPROVED this 4th day of June, 2013.

ATTEST:

By *James W. Vande*
Mayor

Rebbie Dilmer

City Clerk

