

Avery County, North Carolina
Department of Parks and Recreation
Policy on Anti-Discrimination

1. It is the policy of Avery County and Avery County Parks and Recreation Department to not discriminate on the basis of race, color, sex, religion, national origin, age, disability, or any other basis protected by federal law, executive order, regulation or policy.

2. The following are the processes and procedures for handling complaints by a member of the public alleging discrimination on the basis of race, color, sex, religion, national origin, age, or disability:

- a. The employee is to inform their immediate supervisor, or another management official within their department.
- b. Any such department head or supervisor shall forward the complaint to the ADA coordinator, the County Manager.
- c. Upon receipt of such complaint, the County Manager shall investigate the same and take any necessary remedial action.

3. The following are the alternative methods available to insure inclusion of persons with disability in areas that are not currently accessible at the Avery County Parks and Recreation Department's programs, activities and facilities:

All individuals will be provided access to the Avery County Parks and Recreation programs, activities and facilities. Currently, the only facility where such programs and activities take place which is not accessible is the second floor of the Avery County rock gym. Until the lift is installed in the rock gym, any such individual requesting to participate in the program, activity or facilities available on the second floor of the rock gym shall be provided with alternate facilities, specifically, a membership in the Avery County YMCA until the completion of the lift to the second floor of the rock gym.

4. Any department head of the Avery County Parks and Recreation Department shall receive diversity training at least annually.

5. The Avery County Parks and Recreation Department designated ADA coordinator shall be the Avery County Manager, Phillip Barrier, 828-733-8201.