



Pleasant View, Inc.'s Notice Under ADA

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), Pleasant View, Inc. will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs or activities.

Employment: Pleasant View, Inc. 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: Pleasant View, Inc. will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Pleasant View, Inc.'s programs, services and activities.

Modifications to Policies and Procedures: Pleasant View, Inc. 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.

The ADA does not require Pleasant View, Inc. to take any action that would fundamentally alter the nature of its programs or services, or impose any undue financial or administrative burden.

Complaints that a Pleasant View, Inc. program, service, or activity is not accessible to persons with disabilities should be directed to Pleasant View, Inc.'s ADA Coordinator Emily Bowman at 540-433-8960 or ebowman@pleasantviewinc.org.

Pleasant View, Inc. will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy.

ADA Grievance Procedure

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 on the basis of disability in the provision of services, activities, programs, or benefits by Pleasant View, Inc.

The Complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant, location, date, and description of the alleged discrimination. Alternative means of filing complaints, such as personal interviews or tape recording of the complaint, will be made available for persons with disabilities upon request.

The complaint should be submitted by the complainant and/or their designee as soon as possible but no later than 60 calendar days after the alleged violation to:

Emily Bowman
Pleasant View, Inc.
PO Box 426, Broadway, VA 22815
540-433-8960
TTY/TDD (for the deaf or hard-of-hearing) 1-800-828-1120 or 711

Within 15 calendar days after receipt of the complaint Emily Bowman or their designee will meet with the complainant to discuss the complaint and the possible resolution. Within 15 calendar days of the meeting Emily Bowman or their 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 Pleasant View, Inc.'s position and offer options for substantive resolution of the complaint.

If Pleasant View, Inc.'s response does not satisfactorily resolve the issue, the complainant and/or their designee may appeal the decision within 15 calendar days after receipt of the response to the Virginia Department of Rail and Public Transportation.

All written complaints received by Emily Bowman or their designee, appeals to the Department of Rail and Public Transportation or their designee, and responses from these two offices will be retained by Pleasant View, Inc. for at least three years.