Public Notice

Chester County, Tennessee

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

Employment: The County of Chester 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 County of Chester 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 Chester 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.

Modifications to Policies and Procedures: The County of Chester 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.
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 County of Chester, should contact the office of ADA Coordinator (see below), as soon as possible but no later than 72 hours before the scheduled event.
The ADA does not require the County of Chester 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 the County of Chester is not accessible to persons with disabilities should be directed to ADA Coordinator. The County of Chester 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, such as retrieving items from locations that are open to the public but are not accessible to such persons with disabilities.

ADA Coordinator:

Angela Gaters
County of Chester
159 East Main Street
Henderson, TN 38340-0068
731-989-5672
agaters@chestercountytn.org

THE AMERICANS WITH DISABILITIES ACT (ADA)
TITLE II 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 Chester County, Tennessee. The County of Chester'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 name, address, phone number of 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 or designee as soon as possible but no later than sixty (60) calendar days after the alleged violation to:

Angela Gaters
County of Chester
159 East Main
Henderson, TN 38340-0068
731-989-5672
agaters@chestercountytn.org

Within fifteen (15) calendar days after receipt of the complaint, the ADA Coordinator or designee will meet with or otherwise contact the complainant to discuss the complaint and the possible resolutions. Within fifteen (15) calendar days of the meeting, the ADA Coordinator or his/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 County of Chester and offer options for substantive resolution of the complaint.

If the response by the ADA Coordinator or his/her designee does not satisfactorily resolve the issue, the complainant and/or his/her designee may appeal the decision within fifteen (15) calendar days after receipt of the response to the Mayor of Chester County or designee.

Within fifteen (15) days after receipt of the appeal, the Mayor or designee will meet with or otherwise contact the complainant to discuss the complaint and possible resolutions. Within fifteen (15) days after the meeting, the Mayor or designee will respond in writing, and where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All complaints received by the ADA Coordinator or designee, appeals to the Mayor of Chester County, or designee, and responses from these two offices will be retained by the County of Chester for at least three (3) years.

Barry Hutcherson, Mayor
Chester County, Tennessee

October 26, 2026