



Policy 8102 Public ADA and Accessibility

Version: 1.0

Effective Date: 09/23/2025

Board or Administrative: Board

Policy Statement

It is the policy of Dakota County to ensure accessibility, equity, and inclusion for all, including individuals with disabilities. This policy outlines the principles and practices that guide our efforts to foster an inclusive community and comply with applicable Federal and State laws.

In compliance with Title II of the Americans with Disabilities Act (ADA), we strive to make our programs, services, and activities accessible to all. This means that the County will, within the limitations provided under the ADA, make efforts to ensure that:

No qualified disabled individual will be excluded from participation in or be denied the benefits of County services, programs, or activities on the basis of a disability;

No qualified individual with a disability will be excluded from participation in, or be denied the benefits of the services, programs, or activities, on the basis that a facility may be inaccessible or unusable by individuals with disabilities; and

Communications with applicants, participants, and disabled members of the public will be as effective as communications with others.

Dakota County will not retaliate against or coerce any person who exercises their rights to services and programs.

Definitions

- **Access:** the ability to use or engage with something independently or without needing to ask for a modification or alternative. Access is a proactive, intersectional designing and planning approach. It assures that physical, mental, emotional, and psychological barriers are removed or are non-existent from the beginning.

- *Equity*: the principle of fairness by seeking to remove barriers and increase access to services. This includes understanding and acknowledging historical and ongoing inequities between groups of people and a commitment to actions that challenge those inequities.
- *Inclusion*: an environment that is built on respect and which creates a sense of belonging. By being inclusive, we acknowledge and value individual contributions as well as the background and identity of those whom we work with, partner with, and serve.
- *Reasonable accommodation*: any change or modification that does not cause an undue burden or fundamentally alter the nature of the business or program.
- *Disability*: physical or mental impairment that substantially limits one or more of the person's major life activities, as defined in the ADA.
- *Qualified Person with a Disability*: a disabled individual who, with or without reasonable modifications to rules, policies, or practices, the removal of architectural or communication barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for receiving County services or participating in programs or activities.

Source

Americans with Disabilities Act (ADA)

Legal Authorities

The County is governed by the following legal authorities:

ADA Title II (42 USC §§ 12131—12165)

Title II regulations (28 CFR Part 35)

Web Content Accessibility Guidelines (WCAG); <https://www.w3.org/WAI/standards-guidelines/>

General

A. Persons Covered

This Policy applies to qualified individuals with a disability, covered by the ADA.

B. Reasonable Modifications and Auxiliary Aids

The following are available upon request to ensure equal access:

- Documents in alternative formats (braille, large print, digital, or audio)
- Sign language interpreters
- Oral interpreters
- Video remote interpreting

- Texting
- TTYs
- Other reasonable accommodations as needed

Individuals who need help or have questions, should contact the County Public ADA Coordinator.

C. Website Accessibility

Dakota County works to ensure that websites, digital content, and electronic communications comply or will comply with applicable Web Content Accessibility Guidelines 2.1 AA standards or higher.

More information on digital content accessibility is available on the [Dakota County Accessibility website](#).

D. Physical Accessibility

- Strive to ensure public facilities meet or exceed ADA standards.
- Support the provision of accessible parking, entrances, restrooms, and pathways.
- Develop and regularly update a 5-year transition plan.

E. Questions and complaints on ADA accessibility

- Maintain a transparent and effective process for individuals to report accessibility barriers and request accommodations.
- Address complaints within 15 calendar days of receipt and track resolutions.
- Managers and Supervisors should refer all public accessibility grievances to the Public ADA Coordinator

Residents with questions or concerns regarding accessibility should contact Dakota County's Public ADA Coordinator by using the Public ADA comment form or the Public ADA grievance form on the [Dakota County Accessibility website](#).

F. Public Engagement

- Provide reasonable accommodations, such as sign language interpreters, assistive listening devices, and materials in alternative formats for public meetings and events upon request.
- Include accessibility and accommodation information in event announcements and public engagement invites.
- Utilize the Disability Advisory Council, when appropriate, to provide technical expertise on issues that affect people with disabilities.

G. Training and Awareness

Dakota County will regularly train staff to ensure their understanding and compliance with accessibility standards and best practices. Guidance and resources are available for Dakota County employees to

ensure programs and services are accessible, and that effective communication and high-quality services are provided to individuals with disabilities.

H. Access Management Coordinator

The County's Access Management Coordinator is responsible for overseeing the implementation of this policy, coordinating the County's efforts to comply with Titles II through V of the ADA, and investigating complaints.

Procedures

Procedures will be maintained by the Central Operations Administration Department.

History

Version	Revision Date
1.0	09/23/2025

Related Policies

- Policy 3044 Behavioral Code of Conduct
- Policy 3103 Diversity, Equity, and Inclusion
- Policy 3243 Workplace Accommodations/Americans with Disabilities Act
- Policy 3360 Corrective Intervention

Contact

Jessica Johnson
Access Management Coordinator / Public ADA Coordinator
Jessica.Johnson@co.dakota.mn.us

Approval

Resolution No. and Date (Board Policies)