



ANTONIO R. VILLARAIGOSA  
MAYOR

## EXECUTIVE DIRECTIVE NO. 26

**Issue Date: December 21, 2012**

**Subject: City-wide Compliance with Federal and State Disability Laws**

The City of Los Angeles is committed to protecting the rights of persons with disabilities to be free from unlawful discrimination in City employment, services, programs, and activities. Historically, Los Angeles has been at the forefront of American cities in expertise and resources dedicated to ensuring accessibility for constituents and employees with disabilities. In 1975, Mayor Tom Bradley established the City's first Office of the Handicapped in response to the passage of the federal Rehabilitation Act of 1973. In 1998, the City's disability oversight and compliance efforts were moved to a stand-alone City department, the Department on Disability ("DoD").

This Executive Directive reaffirms the City of Los Angeles's commitment to the civil rights of all persons with disabilities and directs that specific measures described below be undertaken by City staff to ensure full City-wide compliance with federal and state disability laws.

### **Establishment of ADA Ad Hoc Committee**

In July 2012, I convened an inter-departmental working group, the ADA Ad Hoc Committee, to spearhead City-wide efforts to achieve compliance with federal and state disability laws, including the Americans with Disabilities Act ("ADA") and Section 504 of the Rehabilitation Act of 1973 ("Section 504"). The Ad Hoc Committee is chaired by the Mayor (through a designee from my office) and includes representatives from the offices of the City Attorney, City Administrative Officer, Chief Legislative Analyst, Personnel Department, Department on Disability, Department of Recreation and Parks, Department of Building and Safety, Bureau of Engineering, the Commission on Disability and other City departments. The Ad Hoc Committee will monitor, set goals and oversee the DoD's implementation of City-wide departmental self-evaluation survey toward the goal of creating a City-wide disability compliance plan.



### **Departmental Self-Evaluation and Transition Plans**

The ADA and Section 504 require the City to perform a self-evaluation survey and develop a compliance plan (called a transition plan), identifying those programs, services and activities that need to be brought into compliance with federal disability laws. The City's last transition plan was finalized in 2000. Since then, City facilities have been remodeled and departments have been reorganized. In addition, the ADA has been amended and new regulatory requirements have been put in place. A new transition plan is needed.

The DoD, under the direction of the Ad Hoc Committee, will be responsible for preparing an updated City-wide self-evaluation survey. DoD will provide its expertise and assistance to departmental managers to review current programs, services and activities for compliance and to develop a workable transition plan identifying those programs, services and activities that need to be updated, remediated or otherwise brought into full compliance.

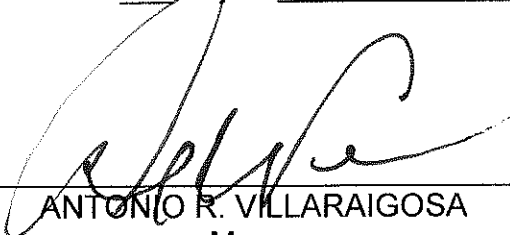
### **General Manager Accountability and Training**

General Managers of each City department are hereby directed to support the City-wide compliance effort and will be held accountable for ensuring that their departments comply with all federal and state disability laws and regulations. General Managers will receive training on the applicable laws and responsibilities, and will be directed to assign a departmental staff person as an ADA Coordinator. The departmental ADA coordinators will receive additional training and work with the DoD on the self-evaluation surveys and transition plans to achieve compliance.

### **Additional Staff Resources**

To achieve the goals stated above, I have requested, and the City Council has approved, new staffing in the FY 2012 – 2013 budget dedicated to implementing City-wide compliance efforts. These employees will be charged with working with departmental managers and staff to accomplish these goals. The new staff positions will work under the direction of the DoD's ADA/Section 504 Compliance Officer.

Executed this 21<sup>st</sup> day of December

  
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ANTONIO R. VILLARAIGOSA  
Mayor