

Appendix A

2008 ADA Transition Plan Transmittal Letter



ALABAMA DEPARTMENT OF TRANSPORTATION

1409 Coliseum Boulevard
P.O. Box 303050
Montgomery, Alabama 36130-3050



Bob Riley
Governor

Telephone: 334/242-6311 - Fax No.: 334/262-8041

Joe McInnes
Transportation Director

January 28, 2009

Mr. Mark D. Bartlett, P.E.
Division Administrator
Federal Highway Administration
500 Eastern Boulevard, Suite 200
Montgomery, Alabama 36117-2018

Dear Mr. Bartlett:

In accordance with the Code of Federal Regulations (CFR) 28 §35.105 and Section 504, CFR 49 §27.11 (c)(2)(i)(ii), the Alabama Department of Transportation is required to conduct a self-evaluation plan. Also, under Section 504 and ADA at CFR 49 §27.11 (c)(2)(iii)(iv)(v) and CFR 28 §35.150 (d) respectively, the development of a transition plan is required. Enclosed is a copy of the 2008 self-evaluation and transition plan.

Should you have any questions regarding the 2008 self-evaluation and transition plan, please contact Mr. Byron Browning at (334) 242-6942 or via e-mail at browningb@dot.state.al.us.

Sincerely,

C.H. Hampton
Director of Civil Rights Programs

CH/bb

ATTACHMENT (2008 SELF-EVALUATION AND TRANSITION PLAN)

Cc: Mr. D.J. McInnes
Mr. Lamar S. Woodham
Mr. Jim Ippolito
Mr. Ron J. Green
Ms. Sandi Dietz
File

Appendix B

2008 ADA Transition Plan Public Notice

**AMERICANS WITH DISABILITIES ACT TITLE II
TRANSITION PLAN
FOR THE
STATE OF ALABAMA, DEPARTMENT OF TRANSPORTATION**

PUBLIC NOTICE

The State of Alabama, Department of Transportation (DOT) is requesting public comment on its Self Evaluation for the Americans with Disabilities Act (ADA).

Interested person may review copies of the Self Evaluation in its entirety at the DOT Central Office 1409 Coliseum Boulevard, Room N-101, Montgomery, AL; and at ALDOT's District Offices.

Comments should be submitted no later August 15, 2008.

Please send comments and recommendations to:

Alabama Department of Transportation
1409 Coliseum Boulevard, N-101
Montgomery, Alabama 36110
Attn: Mr. Byron Browning
Phone: (334) 242-6942 -- Fax: (334) 263-7586 -- TTY (800) 877-8339

Auxiliary aids and services are available upon request; please contact the ALDOT ADA Coordinator.

EXECUTIVE SUMMARY

The Alabama Department of Transportation's (ALDOT) Transition Plan has been developed to fulfill the requirements of the Americans with Disabilities Act of 1990 (public law 101-336) under the implementing regulations for Title II, 28 CFR Part 35 §35.150 (d).

Methodology

The DOT's Transition Plan reflects the results of a comprehensive review and survey of the buildings, facilities, programs, and practices that are under the jurisdiction of the Department; who, through its functions, provide these programs and services to the public. The surveying and review identified both programmatic and architectural barriers to persons with disabilities interested in accessing the DOT's programs and services.

Appendix C

2008 ADA Transition Plan, including October 2010 updates

[2008 ADA Transition Plan, including October 2010 updates](#)

Appendix D

**Chief Engineer Ronnie Baldwin's
September 6, 2013 Letter**



ALABAMA DEPARTMENT OF TRANSPORTATION

1409 Coliseum Boulevard
Montgomery, Alabama 36110



Telephone: 334/242-6311 • Fax No.: 334/262-8041

Robert Bentley
Governor

John R. Cooper
Transportation Director

September 6, 2013

Mr. Mark Bartlett, P.E.
Division Administrator
Federal Highway Administration
9500 Wynlakes Place
Montgomery, AL 36117

Re: ADA Transition Plan

Dear Mr. Bartlett,

✓	DIV ADM	
✓	DA PROGRAM ASST	
✓	ASST DIV ADM	
	FINANCE	
✓	CIVIL RIGHTS	
	ENVIRONMENT	
✓	OPS & PVTS	
✓	PLANNING	
	ROW	
	SAFETY & TECH	
	STRUCTURES	

	DIV ADM	
	DA PROGRAM ASST	
	ASST DIV ADM	
	FINANCE	
	CIVIL RIGHTS	
	ENVIRONMENT	
	OPS & PVTS	
	PLANNING	
	ROW	
	SAFETY & TECH	
	STRUCTURES	

The Alabama Department of Transportation (ALDOT) has completed its inventory of non-compliant curb ramps which is summarized as follows:

ALDOT'S CURB RAMP ANALYSIS (AS OF JUNE 25, 2013)

<u>DIVISION</u>	<u>NUMBER OF CURB RAMPS NEEDED PER DIVISION</u>	<u>AVERAGE COST PER RAMP</u>	<u>TOTAL COST PER DIVISION</u>
First Division	887	\$2,500	\$ 2,217,500.00
Second Division	436	\$2,500	\$ 1,090,000.00
Third Division	571	\$2,500	\$ 1,427,500.00
Fourth Division	470	\$2,500	\$ 1,175,000.00
Fifth Division	419	\$2,500	\$ 1,047,500.00
Sixth Division	543	\$2,500	\$ 1,357,500.00
Seventh Division	1387	\$2,500	\$ 3,467,500.00
SW Region (8 th)	283	\$2,500	\$ 707,500.00
SW Region (9 th)	540	\$2,500	\$ 1,350,000.00

The total cost to improve the 5,536 ramps that have been identified as needing improvements is estimated to cost \$13,840,000. It is ALDOT's plan to spend \$2,500,000 per year until all the needs are addressed. Some curb ramp installation/modification will occur as a part of our regular resurfacing program. We believe that all curb ramp needs on state routes will be addressed over the next five year period through the implementation of the separate curb ramp projects in addition to our regular resurfacing program.

ALDOT's Region/Division Offices have been instructed to establish logical projects based on county or district boundaries. We are in the process of setting up these projects and are nearly complete. Attached is a breakdown of the projects established to date. The attached information is preliminary and the dates have not been adjusted to match the funding level we plan to make available. Actual schedules will also be adjusted as plans are developed and costs are refined.

Several preliminary engineering budgets have already been authorized and plan development is underway on ten curb ramp installation projects. These projects cover 21 counties in the Third, Sixth, and Seventh Divisions, and the Southwest Region.

ALDOT is committed to making these improvements to make our facilities accessible to and useable by individuals with disabilities. If you have any questions please do not hesitate to contact my office.

Sincerely,



Ronald L. Baldwin, P.E.
Chief Engineer

RLB/DTA:la

cc: Mr. Lamar S. Woodham, Jr., P.E./PLS
Mr. Don T. Arkle, P.E.
Mr. Robert J. Jilla, P.E.
Mr. Clarence Hampton
File

CURB RAMP STATUS

DIVISION	COUNTY	REFERENCE ID	SCOPE	PLANNED OR AUTHORIZED	TARGET START DATE	TARGET COMPLETION DATE	PROJECT DESCRIPTION	PROJECT COST
1	CULLMAN	100060148	PE	PLANNED	6/1/2015	6/24/2016	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN CULLMAN COUNTY	25,000.00
1	DEKALB & JACKSON	100060150	PE	PLANNED	6/1/2016	6/30/2017	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN DEKALB AND JACKSON COUNTIES	20,000.00
1	MADISON	100060144	PE	PLANNED	10/1/2013	6/27/2014	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN MADISON COUNTY	45,760.00
1	MARSHALL	100060146	PE	PLANNED	6/1/2014	6/26/2015	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN MARSHALL COUNTY	75,000.00
1	CULLMAN	100060149	CN	PLANNED	6/24/2016	7/31/2016	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN CULLMAN COUNTY	250,000.00
1	DEKALB & JACKSON	100060151	CN	PLANNED	6/30/2017	7/31/2017	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN DEKALB AND JACKSON COUNTIES	200,000.00
1	MADISON	100060145	CN	PLANNED	6/27/2014	7/31/2014	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN MADISON COUNTY	450,000.00
1	MARSHALL	100060147	CN	PLANNED	6/26/2015	7/31/2015	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN MARSHALL COUNTY	750,000.00
2	COLBERT, LAUDERDALE, LAWRENCE & FRANKLIN	100061280	CN	PLANNED	1/31/2014	2/28/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICTS 1 AND 2)	390,000.00
2	COLBERT	100061310	CN	PLANNED	12/15/2015	1/31/2016	ADA SIDEWALK RAMP ALONG AVALON AVENUE AND VARIOUS CONNECTING SIDE STREETS BETWEEN SR-133 (WILSON DAM ROAD) AND SR-2 (US-43) (WOODWARD AVE) IN MUSCLE SHOALS.	78,100.00
2	MARION & WINSTON	100061282	CN	PLANNED	2/28/2014	3/31/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 3)	385,000.00
2	LIMESTONE & MORGAN	100061284	CN	PLANNED	4/4/2014	5/31/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 4)	315,000.00
2	COLBERT, LAUDERDALE, LAWRENCE & FRANKLIN	100061279	PE	PLANNED	10/1/2013	1/31/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICTS 1 AND 2)	41,600.00

CURB RAMP STATUS

DIVISION	COUNTY	REFERENCE ID	SCOPE	PLANNED OR AUTHORIZED	TARGET START DATE	TARGET COMPLETION DATE	PROJECT DESCRIPTION	PROJECT COST
2	MARION & WINSTON	100061281	PE	PLANNED	10/1/2013	2/28/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 3)	40,000.00
2	LIMESTONE & MORGAN	100061283	PE	PLANNED	11/1/2013	4/4/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 4)	35,000.00
3	DIVISIONWIDE	100060174	CN	PLANNED	2/28/2014	3/31/2014	NON-COMPLIANT CURB RAMP REPLACEMENT ON STATE ROUTES WITHIN THE THIRD DIVISION	1,427,500.00
3	DIVISIONWIDE	100060181	PE	AUTHORIZED	8/1/2013	2/28/2014	NON-COMPLIANT CURB RAMP REPLACEMENT ON STATE ROUTES WITHIN THE THIRD DIVISION	100,000.00
4	CALHOUN	100060849	CN	PLANNED	2/28/2014	3/31/2014	CURB RAMP INSTALLATIONS AND MODIFICATIONS ON SR-1 (US-431) FROM 0.32 MILES NORTH OF SNOW STREET TO 0.13 MILES SOUTH OF SR-21 AT (EAGLE TRAIL)	115,000.00
4	DIVISIONWIDE	100060828	CN	PLANNED	7/25/2014	8/31/2014	CURB RAMP INSTALLATIONS AND MODIFICATIONS ON STATE ROUTES IN COOSA, LEE, CHAMBERS, AND TALLAPOOSA COUNTIES	155,000.00
4	DIVISIONWIDE	100060826	CN	PLANNED	7/25/2014	8/31/2014	CURB RAMP INSTALLATIONS AND MODIFICATIONS ON STATE ROUTES IN CALHOUN, CLAY, CLEBURNE, RANDOLPH, AND TALLADEGA COUNTIES	220,000.00
4	CALHOUN	100060848	PE	PLANNED	10/1/2013	2/28/2014	CURB RAMP INSTALLATIONS AND MODIFICATIONS ON SR-1 (US-431) FROM 0.32 MILES NORTH OF SNOW STREET TO 0.13 MILES SOUTH OF SR-21 AT (EAGLE TRAIL)	17,680.00
4	DIVISIONWIDE	100060827	PE	PLANNED	10/1/2013	7/25/2014	CURB RAMP INSTALLATIONS AND MODIFICATIONS ON STATE ROUTES IN COOSA, LEE, CHAMBERS, AND TALLAPOOSA COUNTIES	23,920.00
4	DIVISIONWIDE	100060825	PE	PLANNED	10/1/2013	7/25/2014	CURB RAMP INSTALLATIONS AND MODIFICATIONS ON STATE ROUTES IN CALHOUN, CLAY, CLEBURNE, RANDOLPH, AND TALLADEGA COUNTIES	34,320.00
5	GREENE, PICKENS & TUSCALOOSA	100060103	CN	PLANNED	12/6/2013	1/31/2014	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN GREENE, PICKENS AND TUSCALOOSA COUNTIES	175,000.00
5	HALE & PERRY	100060105	CN	PLANNED	4/25/2014	5/31/2014	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN PERRY AND HALE COUNTIES	300,000.00
5	GREENE, PICKENS & TUSCALOOSA	100060102	PE	PLANNED	10/1/2013	12/6/2013	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN GREENE, PICKENS AND TUSCALOOSA COUNTIES	20,000.00

CURB RAMP STATUS

DIVISION	COUNTY	REFERENCE ID	SCOPE	PLANNED OR AUTHORIZED	TARGET START DATE	TARGET COMPLETION DATE	PROJECT DESCRIPTION	PROJECT COST
5	HALE & PERRY	100060104	PE	PLANNED	10/1/2013	4/25/2014	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN PERRY AND HALE COUNTIES	31,200.00
5	SUMTER	100060283	CN	PLANNED	11/7/2014	12/31/2014	SIDEWALK IMPROVEMENTS IN LIVINGSTON AND GAINESVILLE TO BE ADA COMPLIANT.	125,000.00
5	SUMTER	100060284	CN	PLANNED	7/31/2015	8/31/2015	SIDEWALK IMPROVEMENTS IN CUBA, YORK, LIVINGSTON AND GAINESVILLE TO BE ADA COMPLIANT.	180,000.00
5	SUMTER	100060477	PE	PLANNED	10/1/2013	11/7/2014	SIDEWALK IMPROVEMENTS IN CUBA, YORK, LIVINGSTON AND GAINESVILLE TO BE ADA COMPLIANT.	93,600.00
6	BULLOCK & MACON	100060232	CN	PLANNED	7/25/2014	8/31/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 2)	207,500.00
6	BUTLER & LOWNDES	100060237	CN	PLANNED	4/4/2014	5/31/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 4)	132,500.00
6	DALLAS	100060241	CN	PLANNED	12/5/2014	1/31/2015	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 5)	228,800.00
6	DALLAS	100060243	CN	PLANNED	3/27/2015	4/30/2015	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 5)	220,000.00
6	DALLAS	100060239	CN	PLANNED	7/25/2014	8/31/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 5)	220,000.00
6	ELMORE & MONTGOMERY	100060170	CN	PLANNED	4/4/2014	5/31/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICTS 1 & 3)	192,500.00
6	MONTGOMERY	100060235	CN	PLANNED	12/5/2014	1/31/2015	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 3)	179,400.00
6	BULLOCK & MACON	100060214	PE	AUTHORIZED	9/1/2013	7/25/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 2)	21,000.00
6	BUTLER & LOWNDES	100060236	PE	AUTHORIZED	8/1/2013	4/4/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 4)	14,000.00

CURB RAMP STATUS

DIVISION	COUNTY	REFERENCE ID	SCOPE	PLANNED OR AUTHORIZED	TARGET START DATE	TARGET COMPLETION DATE	PROJECT DESCRIPTION	PROJECT COST
6	DALLAS	100060238	PE	AUTHORIZED	9/1/2013	7/25/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 5)	22,000.00
6	DALLAS	100060242	PE	PLANNED	9/1/2014	3/27/2015	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 5)	22,000.00
6	DALLAS	100060240	PE	PLANNED	3/1/2014	12/5/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 5)	22,000.00
6	ELMORE & MONTGOMERY	100060168	PE	PLANNED	10/1/2013	4/4/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICTS 1 & 3)	20,000.00
6	MONTGOMERY	100060234	PE	PLANNED	3/1/2014	12/5/2014	ADDING CURB RAMPS TO EXISTING SIDEWALKS OR REPAIRS TO CURB RAMPS THAT ARE NON-ADA COMPLIANT AT VARIOUS LOCATIONS (DISTRICT 3)	18,000.00
7	BARBOUR, DALE & HENRY	100060275	CN	PLANNED	12/6/2013	1/31/2014	CURB RAMP INSTALLATIONS AND MODIFICATIONS ON STATE ROUTES AT VARIOUS LOCATIONS IN BARBOUR, DALE & HENRY COUNTIES	1,177,800.00
7	COVINGTON & COFFEE	100060277	CN	PLANNED	11/7/2014	12/31/2014	CURB RAMP INSTALLATIONS AND MODIFICATIONS ON STATE ROUTES AT VARIOUS LOCATIONS COVINGTON AND COFFEE COUNTIES	770,000.00
7	CRENSHAW & PIKE	100060278	CN	PLANNED	5/29/2015	6/30/2015	CURB RAMP INSTALLATIONS AND MODIFICATIONS ON STATE ROUTES AT VARIOUS LOCATIONS IN CRENSHAW & PIKE	690,000.00
7	GENEVA & HOUSTON	100060276	CN	PLANNED	4/4/2014	5/31/2014	CURB RAMP INSTALLATIONS AND MODIFICATIONS ON STATE ROUTES AT VARIOUS LOCATIONS IN GENEVA AND HOUSTON COUNTIES	875,000.00
7	DIVISIONWIDE	100060274	PE	AUTHORIZED	8/1/2013	12/6/2013	CURB RAMP INSTALLATIONS AND MODIFICATIONS ON STATE ROUTES AT VARIOUS LOCATIONS DIVISIONWIDE DIVISION 7	200,000.00
SW (8)	MONROE	100060287	CN	PLANNED	2/26/2016	3/31/2016	SIDEWALK IMPROVEMENTS IN MONROEVILLE, FRISCO CITY AND BEATRICE TO BE ADA COMPLIANT	115,000.00
SW (8)	WILCOX	100060286	CN	PLANNED	3/25/2016	4/30/2016	SIDEWALK IMPROVEMENTS IN CAMDEN TO BE ADA COMPLIANT	150,000.00
SW (8)	DIVISIONWIDE	100060282	PE	PLANNED	10/1/2013	12/4/2015	SIDEWALK IMPROVEMENTS DIVISIONWIDE TO BE ADA COMPLIANT	98,800.00
SW (9)	BALDWIN	100060120	CN	PLANNED	6/27/2014	7/31/2014	HIGHWAYS CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN BALDWIN COUNTY	350,000.00

CURB RAMP STATUS

DIVISION	COUNTY	REFERENCE ID	SCOPE	PLANNED OR AUTHORIZED	TARGET START DATE	TARGET COMPLETION DATE	PROJECT DESCRIPTION	PROJECT COST
SW (9)	BALDWIN	100061372	CN	PLANNED	12/15/2015	1/31/2016	ADA COMPLIANT SIDEWALK PROJECT ALONG SR-59 IN GULF SHORES.	194,430.00
SW (9)	CONECUH & ESCAMBIA	100060118	CN	PLANNED	2/28/2014	3/31/2014	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN CONECUH AND ESCAMBIA COUNTIES	165,000.00
SW (9)	MOBILE	100060122	CN	PLANNED	9/26/2014	10/31/2014	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN MOBILE	750,000.00
SW (9)	CONECUH	100060117	PE	AUTHORIZED	8/1/2013	2/28/2014	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN CONECUH AND ESCAMBIA COUNTIES	16,500.00
SW (9)	MOBILE	100060121	PE	AUTHORIZED	8/1/2013	9/26/2014	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN MOBILE	75,000.00
SW (9)	BALDWIN	100060119	PE	PLANNED	10/1/2013	6/27/2014	CURB AND RAMP INSTALLATION ONLY ON STATE ROUTES AT VARIOUS LOCATIONS IN BALDWIN COUNTY	36,400.00
								<u>13,302,310.00</u>

Appendix E

Alabama Department of Transportation Americans with Disabilities (ADA) Employee Accommodation, Public Access, Access to Programs and Activities, and Genetic Information Policy and Complaint Procedure/ Information Technology Standard

**ALABAMA DEPARTMENT OF TRANSPORTATION AMERICANS WITH DISABILITIES (ADA)
EMPLOYEE ACCOMODATION, PUBLIC ACCESS, ACCESS TO PROGRAMS AND ACTIVITIES, AND GENETIC
INFORMATION POLICY AND COMPLAINT PROCEDURE**

I. GENERAL

The Americans with Disabilities Act of 1990 (ADA) prohibits discrimination on the basis of disability and provides for equal employment opportunity for persons with disabilities. Pursuant to the ADA, the Alabama Department of Transportation (ALDOT) prohibits discrimination against any person on the basis of his/her disability.

II. DEFINITIONS

- A. Disability: An individual who (1) has a physical or mental impairment that substantially limits one or more major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment.
- B. Qualified Individual with a Disability: An individual with a disability who, with or without reasonable accommodations, can perform the essential functions of the employment position that the individual holds or desires.
- C. Service Animals: Any dog, individually trained to provide work or perform tasks for the benefit of an individual with a disability. The tasks performed must be directly related to the person's disability. In situations where it is not obvious that the dog is a service animal, staff may ask two questions: (1) is the dog a service animal required, because of a disability and, (2) what assistance or task has the dog been trained to perform? Staff are not allowed to request any documentation for the dog, require that the dog demonstrate its task, or inquire about the nature of the person's disability.

III. POLICY

Employment

ALDOT will not discriminate against qualified individuals with disabilities with respect to the employment, application process, hiring, promotion, compensation, training, discipline, and other terms, conditions, and privileges of employment. 42 U.S.C. § 12112.

Access

ALDOT will not discriminate against individuals with disabilities with regard to access to ALDOT's public facilities. Service animals should be allowed to enter facilities with individuals. However, if a particular service animal is out of control and the handler does not take effective action to control it, behaves in a way that poses a direct threat to the health or safety of others, or has a history of such behavior, the animal may be denied access or removed. If the dog is excluded from the premises, the individual with a disability shall be given the opportunity to use the facility without having the dog present.

Participation in ALDOT Programs or Activities

ALDOT shall not exclude an individual with a disability, because of the disability, from participating in or be denied the benefits of the services, programs, or activities of ALDOT that receives Federal financial assistance. 42 U.S.C. § 12132.

Genetic Information

Pursuant to the Genetic Information Non-discrimination Act (GINA), ALDOT will not request any genetic information of an individual or family member of the individual other than that allowable by law. Any genetic information obtained by ALDOT, shall be kept confidential and maintained in accordance with GINA. 42 U.S.C. §2000ff.

IV. **INVESTIGATION**

ALDOT will investigate complaints filed pursuant to this policy, and will take appropriate action to correct and/or prevent discrimination. Employees who violate this policy will be subject to appropriate disciplinary action. Employees are also prohibited from any form of retaliation toward anyone who participates in any investigation of alleged discrimination.

V. **COMPLAINT PROCEDURE FOR NON-ALDOT EMPLOYEES**

NOTE: ALDOT Employees should utilize the ALDOT Complaint Process (Policy # 12)

A. Any person who believes that he or she has been discriminated against, or denied access to ALDOT's programs, services, activities, or facilities, because of his or her disability, may submit a written complaint to the Bureau Chief of ALDOT's Personnel Bureau. The written complaint should specify the persons, facilities, programs, services, or activities involved, the nature of the problem, and all other relevant information. The complaint should be made within 30 calendar days of the alleged incident to facilitate a prompt investigation and resolution. The complaint should be marked as confidential and submitted to:

Alabama Department of Transportation
Bureau Chief, Personnel Bureau
1409 Coliseum Boulevard
Montgomery, Alabama 36110

B. The Bureau Chief of the Personnel Bureau, or his/her designee, will investigate the matter, consult with appropriate Department staff, consider the totality of the circumstances, and recommend a course of action.

C. The person who filed the complaint will be informed what, if any, corrective action will be taken to resolve the issue.

D. As an alternative to this complaint procedure, complaints may also be submitted directly to the following federal agencies:

(1) For employment issues (Title I of the ADA):

Equal Employment Opportunity Commission
1900 3rd Avenue North
Birmingham, AL 35203-2379

NOTE: Complaints must be filed within 180 days of the most recent incident.

(2) For program, services, activities, or accessibility issues (Title II & Title III of the ADA):

U. S. Department of Justice
Civil Rights Division
950 Pennsylvania, NW
Disability Rights Section – NYAV
Washington, DC 20530

Questions concerning this policy and procedure may also be directed to the Personnel Bureau at (334) 242-6328.



John R. Cooper, ALDOT Director

11-1-16

Date

STATE OF ALABAMA

Information Technology Standard

STANDARD 530S2-00: UNIVERSAL ACCESSIBILITY

Just as environmental obstacles can inhibit individuals with certain disabilities, Internet use can also present obstacles for persons with certain disabilities. In recognition of those individuals with visual, physical, or developmental disabilities, the State of Alabama has adopted a policy to make government information accessible to all. To ensure equal access to electronic and information technologies, the State of Alabama has developed the following set of standards for web page design.

OBJECTIVE:

The objective of this standard is to advise agencies on the use of the minimum requirements for online accessibility for all State of Alabama web sites that comply with Section 508 of the Rehabilitation Act, as amended for the Workforce Investment Act of 1998.

SCOPE:

These requirements apply to all Executive Branch agencies, boards, and commissions except those exempt under The Code of Alabama 1975 (Title 41 Chapter 4 Article 11). Specifically, these requirements apply to the use of the primary alabama.gov or secondary state.al.us domain names.

REQUIREMENTS:

Every graphic image shall have an "alt" tag and a short description that is intuitive to the user. If a graphic image is used as a navigation element, it shall contain a text description and direction that is intuitive to the user. Decorative graphics, such as bullets, shall be set with an "alt" tag of <empty> as to not impede screen readers.

For every graphic element that uses an image map, alternative text of the hyperlink shall be provided.

The site shall have descriptive, intuitive text links and avoid the use of vague references such as "click," "here," "link," or "this."

An alternative form of access shall be made available for online forms, such as an e-mail address or phone number.

The use of frames shall be avoided since they cannot be read intelligently by screen readers, create navigation problems, and are not supported by all browsers.

Multiple browser testing shall be conducted on current versions of Firefox, Netscape Navigator, Internet Explorer, Safari and Lynx.

ADDITIONAL INFORMATION:

Information Technology Policy 530: Web Development

http://cybersecurity.alabama.gov/documents/Policy_530_Web_Development.pdf

The Section 508 Web Site is an excellent source for general information, standards, evaluation, events, and resources surrounding Section 508, which will impact electronic and information technology on the Web.

<http://www.section508.gov/>

Section 508 of the Rehabilitation Act, as amended for the Workforce Investment Act of 1998 - The content of this document directly relates to the Federal government and any public or private industry contracting with the Federal government.
<http://www.usdoj.gov/crt/508/508law.html>

Enforcing Americans with Disabilities Act (ADA) compliance - The Department of Justice handles complaints and enforcement.
<http://www.usdoj.gov/crt/ada/enforce.htm>

Title II, Section 508 speaks directly to state, local governments and all other public entities. This highlights page provides a concise overview, abbreviated information on specific chapters that must comply with ADA standards and information about the complaint and enforcement process.
<http://www.usdoj.gov/crt/ada/t2hlt95.htm>

The Web Accessibility Checklist - From the W3C, this checklist covers all three priority levels of compliance and is much more in depth.
<http://www.w3.org/TR/WAI-WEBCONTENT/full-checklist.html>

The Software Accessibility Checklist from the Department of Justice
<http://www.usdoj.gov/crt/508/archive/oldsoftware.html>

Web Accessibility "Quick Tips" introduces some key concepts of accessible Web design.
<http://www.w3.org/WAI/WCAG20/glance/>

By Authority of the Office of IT Planning, Standards, and Compliance

DOCUMENT HISTORY:

Version	Release Date	Comments
530S2-00	09/01/2011	Replaces Standard 1210-00S2; format and number change only