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## D0001 92 STATE OF COLORADO

EXECUTIVE CHAMBERS 136 State Capitol Denver, Colorado 80203-1792 Phone (303) 866-2471



Roy Romer Governor

## EXECUTIVE ORDER

## POLICY ON ACCESSIBILITY FOR PERSONS WITH DISABILITIES

- WHEREAS, the Americans with Disabilities Act (Public Law 101-336) ("Act") was signed into law on July 26 1990;
- WHEREAS, significant sections of the Act applicable to state and local government go into effect on January 26, 1992;
- WHEREAS, the state recognizes that it has legal obligations under Title I (Employment) and Title II (State and Local Government) of the Act;
- WHEREAS, persons with disabilities are entitled to all the rights, benefits and privileges offered by the state of Colorado to its other residents, including equal access to its programs and services;
- WHEREAS, the state recognizes there exists a large pool of available and qualified disabled Americans interested in all aspects of employment opportunities;
- WHEREAS, the state shall strive to integrate persons with disabilities by providing equal access and equal opportunity into all aspects of life;
- WHEREAS, the state as an employer strives to provide the equipment and support needed by its employees for the efficient, effective performance of their duties;

NOW, THEREFORE, I, Roy Romer, Governor of Colorado, under the authority vested in me by the constitution and laws of the State of Colorado, do hereby order that the policy of the state on accessibility for persons with disabilities shall be as follows:

- 1. The state Department of Personnel is directed to conduct a review of its policies and procedures and to revise them as necessary to ensure that they comply with the requirements of the Act as they relate to recruitment, applications, testing, layoffs, promotions, identification of the essential functions of positions, and reasonable accommodations to allow employees with disabilities to perform effectively in their jobs.
- 2. The state Department of Administration is directed to conduct a review of each facility owned by, leased by, or occupied by any state agency, program or service to identify any physical barriers affecting accessibility by individuals with disabilities and to develop a transition plan for removal of such barriers or the relocation of the program or service.
- 3. Each Cabinet officer is directed to conduct a review of his or her department to assure that its policies, procedures and practices, and those of the programs or activities licensed or certified by it, are providing equal access to individuals with disabilities to the benefits of those services, programs or activities.
- Cabinet officer shall designate 4. Each an coordinate that department's employee to efforts to comply with the Americans with Disabilities Act. Each department also shall adopt a grievance procedure.
- 5. The Department of Social Services' Division of Rehabilitation Services is directed to provide the information necessary to support the training responsibilities of the departments.



GIVEN under my hand and the Executive Seal of the State Colorado this 24th of of 101992 January, 1992

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Roy Bomer Governor