



AMERICANS WITH DISABILITIES ACT PLAN

Including policies regarding General ADA Requirements, Reasonable Modifications,
No Shows, and a Suspension Appeals Process

for

Arrowhead Transit

Approved by:

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I. Introduction and Purpose

The Americans with Disabilities Act of 1990 (ADA) requires that individuals with disabilities receive the same level of service as non-disabled individuals. Services that are “separate but equal” are not acceptable. Section 504 prohibits discrimination on the basis of disability in any program or activity receiving Federal financial assistance.

This ADA policy is written to establish operating and service guidelines and procedures for the implementation of the requirements of the Americans with Disabilities Act of 1990 (ADA), the U.S. Department of Transportation (U.S. DOT) regulations for implementing ADA (49 CFR Parts 27, 37 and 38), and any applicable state laws and regulations. Arrowhead Transit operates a demand-response service and complies with ADA requirements with respect to such services.

ADA Policy Statement

It is the policy of Arrowhead Transit to comply with all the legal requirements of federal and state laws and regulations as they pertain to individuals with disabilities. If state laws and federal regulations are contradictory, the federal ADA regulations prevail. The transit system provides quality transportation services without discrimination against all people including individuals with disabilities. Discrimination on the basis of disability against any person by transit system employees will not be condoned or tolerated.

Goals: Service is provided in a manner that meets the following goals:

1. Provides safe, accessible, and dignified services to all people, including individuals with disabilities.
2. Expedites the safe and efficient boarding, securing, transporting, and alighting of all passengers, regardless of mobility status.
3. Accommodates a wide range of mobility aids within the confines of available vehicles and commercial standard equipment.

Applicability: This policy applies to all transit system employees, services, facilities, and vehicles. It applies equally to all people needing and/or using the services provided by the system.

Definitions:

Disability: With respect to an individual, physical or mental impairment that substantially limits one or more of the major life activities of such an individual; a record of such an impairment; or being regarded as having such an impairment.

Fixed Route Service: Operates along a prescribed route according to a fixed (regular) schedule.

Mobility Device: A device that is designed to assist an individual with disabilities with locomotion. Examples include wheelchairs, canes, crutches, and walkers. Also called mobility aid.

Securement Area or Station: A designated location for riders using wheelchairs, equipped with a securement system.

Securement Device, Equipment or System: Equipment used for securing wheelchairs against uncontrolled movement during transport.

Service Animal: Any guide dog, signal dog, or other animal that has been individually trained to work or perform tasks for an individual with a disability, including, but not limited to, guiding individuals with impaired vision, alerting individuals with impaired hearing to intruders or sounds, providing minimal protection or rescue work, pulling a wheelchair, or fetching dropped items.



Wheelchair: A mobility aid belonging to any class of three- or more- wheeled devices, usable indoors, designed or modified for and used by individuals with mobility impairments, whether operated manually or powered.

II. General Guidance and Procedures for Implementing Policy

Recruitment and Employment

As stated in Arrowhead Transit system's personnel policies, the agency is an Equal Opportunity Employer (EOE) and fully complies with ADA in its recruitment, hiring, and continued employment practices.

Facility and Vehicle Accessibility:

The transit system administrative facility and vehicles shall meet or exceed the requirements of 49 CFR Parts 27, 37 and 38 and requirements of the State of Minnesota. If state requirements do not meet federal requirements, the federal ADA regulations prevail. All vehicles purchased route deviation and demand response service will be accessible.

Vehicle and Route Assignment

All demand response vehicles operated by Arrowhead Transit are accessible and persons with disabilities, including wheelchair users, can board any vehicle.

Maintenance of Accessible Features

Accessibility features on vehicles, including lifts, and wheelchair securement devices, will be maintained in operative condition. The preventive maintenance program of Arrowhead Transit provides for regular and frequent maintenance checks of these features as well as preventive maintenance as recommended by the equipment manufacturers. In addition, the lift must be cycled as part of each pre-trip inspection.

Inoperative Lifts

Drivers are required to report lift failures immediately. Vehicles with inoperative lifts will be removed from service and replaced with an accessible vehicle until the inoperative lift is repaired.

Wheelchair Accommodation

All accessible vehicles meet or exceed the requirements of 49 CFR Part 38. Transportation providers are required to carry a wheelchair and its user, if the lift can accommodate the size and weight of the wheelchair and its user, and there is space in the securement area for the wheelchair on the vehicle without blocking the aisle. If a vehicle lift and securement area can accommodate a wheelchair (or other mobility device), Arrowhead Transit will transport the device (and its user).

An individual who uses a wheelchair that, when occupied, exceeds the weight rating of the vehicle lift will be offered the opportunity to board and disembark from the vehicle separately from the wheelchair. However, transit agency personnel are not permitted to operate a passenger's wheelchair (i.e. a motorized wheelchair). The individual may travel with another individual who can assist with operating the unoccupied wheelchair to maneuver it on and off the lift.

Boarding

Drivers and scheduling practices will provide adequate time for a passenger with a disability to board the vehicle and/or disembark, which includes adjusting the schedule if necessary and waiting for passengers to be seated before moving the vehicle. Only a properly trained transit system employee can operate the lift and secure the wheelchair in the securement station. Passengers may board facing toward or away from the vehicle.



Wheelchair Securement

☒ Arrowhead Transit requires that all wheelchairs be secured with a minimum of four securements positioned with two on the front and two on the back. Drivers should not allow a passenger to ride if they are not secured properly unless the securement system will not accommodate the wheelchair. Drivers cannot deny a passenger a ride based on the inability to secure the wheelchair unless legitimate safety requirements cannot be met. However, drivers must warn the passengers of the danger of riding in a non-secured wheelchair. Passengers who refuse to allow their wheelchairs to be secured may be denied service.

Securement of wheelchairs is the responsibility of the driver. Drivers are trained in the proper operation of all securement equipment based on the equipment manufacturer's specifications. Drivers will listen to and respect riders' instructions on how to secure their equipment. Drivers cannot be expected to be familiar with each and every wheelchair type that may come on board, and securement attachment points may differ by wheelchair manufacturer. The rider may be in the best position to instruct the driver on how to properly secure their mobility device.

If the securement system is not compatible with the wheelchair the passenger is using, the driver will still make an attempt to safely secure the wheelchair. If the wheelchair cannot be secured because of the wheelchair design, the passenger still has the right to ride in the vehicle. A report will be made to dispatch and management upon return to home base.

Drivers must secure wheelchairs in the designated securement area only, even if the passenger wants their mobility device to be secured in a non-designated area. The wheelchair is not allowed to block the aisle.

In cases where an individual using a wheelchair attempts to board and requires use of a securement location that is currently occupied by another passenger that is not using a wheelchair, the driver will ask that passenger to allow the individual using a wheelchair to use the securement position.

Seat Belt Usage

When riding in a Arrowhead Transit vehicle, seat belts and shoulder harnesses:

☒ are required for ALL passengers. Seat belt requirement under Minnesota State Statutes 169.686, a properly adjusted and fastened seat belt, including both the shoulder and lap belt when the vehicle is so equipped, shall be worn by the driver and passengers. Arrowhead Transit has available seatbelt extenders, should a passenger require or request.

If a passenger refuses to use the seatbelt, the driver will wait 3 minutes to give the passenger the opportunity to secure themselves. After 3 minutes have passed, the driver will notify dispatch that a passenger has refused the use of the seatbelt and follow instructions from dispatch. A report will be made in greater detail when the driver returns to home base.

Driver Assistance

Drivers will make themselves available to assist individuals with disabilities and will assist upon request of the passenger. Drivers will assist a passenger with using the lift and/or securement systems using the accessibility-related equipment and features on their vehicles. It is the policy of Arrowhead Transit that all wheelchairs be secured by the 4-point floor system to anchor the wheelchair to the floor. It is mandatory that all passengers are secured with seat belts.

To ensure the comfort, safety, and dignity of passengers using mobility devices during boarding and deboarding, all staff must adhere to specific guidelines. Staff should always approach passengers from the front to ensure they are aware of their presence. It is essential to introduce oneself before making any physical contact with the passenger's mobility device. Clear communication is vital; staff must inform passengers of their actions in advance, particularly



when loading them onto lifts or assisting with their mobility devices. Additionally, staff should position themselves in a way that always prioritizes the passenger's comfort and safety. Before making any physical contact with a passenger or their mobility device, it is crucial to obtain their consent. To support these practices, staff will receive training, and the policy will be reviewed annually to ensure its effectiveness and compliance with the best practices.

Use of Lift by Individuals Not Using a Mobility Device

The driver will deploy the lift for any individual, with or without a disability, who is not using a mobility device to board or alight the vehicle upon request.

Accommodation of Other Mobility Devices

Mobility devices that are not wheelchairs, but which are primarily designed for use by individuals with mobility impairments, will be accommodated to the extent that the ADA-compliant lift and securement areas can safely do so. However, these devices are the responsibility of the individual passenger and must be secured in a manner that does not interfere with the safe operation of the vehicles and the transport of other passengers.

Transfer to Fixed Seating

All passengers using wheelchairs or mobility devices that are not wheelchairs have an option of transferring to fixed seating once on board the vehicles. Drivers may recommend, but never require, wheelchair users to transfer to fixed seating. No waivers are allowed to be required.

Accommodation of Portable Oxygen

Individuals are allowed to travel with respirators and portable oxygen supplies on board, consistent with applicable U.S. DOT rules on the transportation of hazardous materials in 49 CFR Subtitle B, Chapter 1, Subchapter C.

Priority Seating

Except for the wheelchair securement stations, the transit system does not require any passenger to sit in designated seating.

Priority seating for seniors and individuals with disabilities is to be designated by permanent signage in each vehicle. In cases where an individual with a disability requests use of priority seating that is currently occupied by another passenger, the driver will ask that passenger to move so as to allow the individual with a disability use of the priority seating. In cases where a wheelchair user requires the use of a securement location, the driver will ask any passenger (including other passengers with disabilities) to vacate the securement location.

Service Animals

In compliance with 49 CFR Part 37, the transit system allows trained service animals to accompany passengers with disabilities. The driver will not ask for proof of the qualifications of the animal but may ask only the following questions: if the animal is a service animal required because of a disability and what tasks the animal has been trained to perform.

Service Animal: Any guide dog, signal dog, or other animal that has been individually trained to work or perform tasks for an individual with a disability, including, but not limited to, guiding individuals with impaired vision, alerting individuals with impaired hearing to intruders or sounds, providing minimal protection or rescue work, pulling a wheelchair, or fetching dropped items.

Arrowhead Transit does not impose species or breed restrictions. However, any animal which is not under the passenger's control, or which becomes a direct threat to the health or safety of other passengers may be restricted from riding, and the service animal must not block the walkway or cause a trip hazard.



Emotional support animals or “comfort animals” are not service animals within the context of the US DOT ADA regulations. Emotional support or crime deterrent animals are not defined as service animals for transportation purposes under the Adults with Disabilities Act.

Alighting

It is the responsibility of the driver to determine that the location for passenger alighting is safe. For drivers to determine safe locations for pick up and drop off, ramps and wheelchair paths must be clear of snow, ice, parked cars, trash and other obstructions. For fixed route and demand response services, the driver will allow a passenger who uses the lift to alight at any stop, unless the lift cannot be deployed, will be damaged if deployed, or conditions at the stop would present unsafe conditions for all passengers. Only the driver will unsecure the wheelchair and operate the lift to return the passenger to the ground level.

Staff Training

All drivers and transit system staff are trained to proficiency in use of accessibility equipment, the operating policies related to each of the service requirements described, and in properly and respectfully assisting and treating individuals with disabilities with sensitivity. Mechanics are also trained to properly maintain lifts and other accessibility equipment.

Rider Information

All printed informational materials are made available in accessible formats upon request, for example, large print for individuals with low vision or audio for blind individuals, as well as accessible electronic formats.

All language assistance services provided by Arrowhead Transit during public engagement or community outreach will be recorded on the Language Service / Public Participation Log. Microsoft Teams allows for real time closed caption translations during a Teams meeting or live event. Meeting organizers may provide upon request information to attendees at the beginning of the meeting or live event on tools to use translated closed captions information. Minnesota OHS staff also have local access to sign language interpreter services. If in need of other interpreter services, staff can request assistance from other community action organizations within our network.

Additional tools utilized by our staff include Teletypewriter (TTY), which allows clients and staff to send typed messages across phone lines, and Telecommunication Relay Service (TRS), which allows staff to talk to people who have difficulty hearing or speaking on the telephone. Several staff also utilize Ubi Duo, a communication device that breaks barriers for deaf and hard of hearing individuals, allowing for translation of speech to text.

TTY/TRS

711 - translates speech to text for those that are hard of hearing.

Dialog One - translation and interpretation.

Career Force locations can effectively communicate and serve individuals with disabilities who come into the Career Force locations. There is text to speech software, the ability to increase the font size on computers.

Language Line - MN.IT oversees the Language Line accounts. (DEED)

Pocket Talker - Assistance for the hard of hearing customers.

Ubi Duo - Communication device to break barriers for deaf and hard of hearing individuals - text to talk device.

Personal Care Attendants

Under the ADA, an agency cannot require a passenger to have a personal care attendant (PCA). If a PCA accompanies a passenger, the PCA will ride free of charge. A family member or friend is not considered a PCA, unless that individual is acting in that capacity.



Stop Announcements

Arrowhead Transit operates a deviated route service. As such, stop announcements and route identification announcements are made at transfer points, major intersections, destination points, intervals along the route sufficient to orient passengers to their location, and any stop request as is required.

Systems that operate a deviated route will: Train drivers to verbally make stop and route identification announcements in a clear and concise manner in order to adequately assist clients who may have a disability that prevents them from otherwise recognizing stops and/or routes.

Complaint Procedure

All complaints of discrimination on the basis of disability will be forwarded to the Transit Manager for prompt and objective investigation. In addition, Arrowhead Transit will submit all complaints received within 10 days, to the MnDOT Office of Transit and Active Transportation (OTAT) Compliance Coordinator, at which time further investigation occurs to determine the extent of the complaint and under which class. OTAT will provide the transit system with a written response to the complaint, and any actions required, in a timely manner.

Arrowhead Transit will promptly communicate its response to the complainant's allegations, including its reasons for the response, to the complainant. The response will be documented. Internal corrective actions may include specialized training for staff, corrective processes or procedures, or disciplinary action will be taken for behavior prohibited by this policy, up to and including termination of employment.

Documentation of each complaint will be kept on file for a minimum of one year, and a summary of all complaints will be kept for at least five years. This meets DOT regulations that require FTA grantees to maintain all complaints of noncompliance with 49 CFR Part 27 for one year, and a record of all such complaints, which is permitted to be in summary form, for five years.

Reasonable Modification

The purpose of the reasonable modification policy is to ensure that Arrowhead Transit offers equal and effective opportunities and access to public transportation services for persons with disabilities and full compliance with the provisions of the Title II of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973.

To define: reasonable modification and reasonable accommodation, provide exceptions to what is considered reasonable, and to state Arrowhead Transit policy and procedures on receiving, processing, and responding to requests for reasonable modification and reasonable accommodation from the general public.

This policy applies to all safety-sensitive transportation vehicle operators including full, part time, casual/substitutes/seasonal, and those staff that may be required to operate the vehicle. For the purposes of this section, the term reasonable accommodation shall be interpreted in a manner consistent with the term "reasonable modifications" as set forth in the Americans with Disabilities Act Title II regulations at 28 CFR 35.130(b)(7), and not as it is defined or interpreted for the purposes of employment discrimination under Title I of the ADA (42 U.S.C. 12111–12112) and its implementing regulations at 29 CFR part 1630.

Arrowhead Transit is committed to providing equal access and opportunity to individuals with disabilities in all programs, services and activities. Arrowhead Transit recognizes that in order to have equally effective opportunities and benefits, individuals with disabilities may need reasonable modifications to policies and procedures. Arrowhead Transit will adhere to all applicable federal and state laws, regulations and guidelines with respect to providing



reasonable modifications, as necessary, to afford equal access to programs for persons with disabilities. Arrowhead Transit does not discriminate on the basis of disability in admission to, participation in, or receipt of services and benefits under any transit program or activity. Arrowhead Transit will take appropriate steps to ensure that people with disabilities have an equal opportunity to participate.

No individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of Arrowhead Transit, or be subject to discrimination by Arrowhead Transit.

Exceptions Criteria

A reasonable modification is a change or exception to a policy, practice, or procedure that allows people with disabilities to have equal access to programs, services, and activities. Arrowhead Transit will make reasonable modifications and reasonable accommodations subject to the following (4) four exceptions which apply to both requests made in advance and in the field.

1. Granting the request would fundamentally alter Arrowhead Transit services, programs, or activities.
2. Granting the request would create a direct threat to the health or safety of others.
3. The requested modification or accommodation would not be necessary to allow the individual with a disability to fully use or participate in Arrowhead Transit services, programs, or activities for their intended purpose.
4. A request would create an undue financial or administrative burden for Arrowhead Transit.

ELIGIBILITY CRITERIA

Arrowhead Transit provides Curb to Curb Service, an individual is eligible to be considered to receive a reasonable modification if that individual has:

- o A physical or mental impairment that substantially limits one or more of the major life activities of such an individual.
 - o A record of such impairment; or
 - o It has been regarded as having such impairment.

REQUESTS FOR REASONABLE MODIFICATION

Arrowhead Transit shall make information about how to contact Arrowhead Transit to make requests for reasonable modifications readily available to the public through its website, brochures, and other rider policy guidelines. Arrowhead Transit shall follow these procedures by making requests:

The Requestor must state in detail what accommodation/modification s/he requires to equally access Arrowhead Transit services or programs. If the Request lacks the requisite detail, the Requestor may be contacted for additional information. A Request may be administratively closed if the Requestor cannot provide the requested information or if the Requestor no longer wishes to pursue their request. Door through Door services and/or the carrying or delivering of package(s) will not be considered a reasonable modification.

Individuals requesting modifications are not required to use the term “reasonable modification” when making a request. Once a proper Request is received, Arrowhead Transit will determine if it has authority and jurisdiction to consider the Request. The Requestor will receive acknowledgment of the Request from Arrowhead Transit within ten (10) business days and should be informed of any portion of the Request where Arrowhead Transit does not have the authority to act.



Whenever feasible, Arrowhead Transit requests that individuals make such requests for modifications before Arrowhead Transit is expected to provide the modified service.

Where a request for modification cannot practicably be made and determined in advance (*e.g.*, because of a condition or barrier at the destination of a route deviation, demand response, paratransit, or fixed route trip, of which the individual with a disability was unaware until arriving), operating personnel shall decide whether the modification should be provided at the time of the request. Operating personnel may consult with Arrowhead Transit's management before deciding to grant or deny the request.

Requests for accommodation may be made either orally or in writing. The reasonable accommodation process begins as soon as the request for accommodation is made. The request can be submitted in any written format. Alternative means of filing a request, such as personal interviews, phone calls, or taped requests, will be made available for people with disabilities if unable to communicate their request in writing or upon request.

In the event Arrowhead Transit has full or partial authority and jurisdiction to act, Arrowhead Transit will review the Request to determine if it is reasonable. Arrowhead Transit is not required to make modifications or accommodation if the same:

- results in the fundamental alteration of the applicable services, programs or activities.
- creates a direct threat to the health or safety of others.
- is not necessary to allow the individual to fully use or participate in Arrowhead Transit services, programs, or activities for their intended purpose; or
- if it would create an undue financial or administrative burden for Arrowhead Transit.

INTERACTIVE PROCESS

When a request for accommodation is made, Arrowhead Transit and the individual requesting accommodation must engage in a good faith interactive process to determine what, if any accommodation shall be provided. The individual and the Arrowhead Transit must communicate with each other about the request, the process for determining whether accommodation will be provided, and the potential accommodations. Communication is a priority throughout the entire process.

TIME FRAME FOR PROCESSING REQUESTS TO PROVIDE REASONABLE MODIFICATION

Arrowhead Transit will process requests for reasonable accommodation and then provide accommodation where appropriate, in as short a time frame as reasonably possible. Arrowhead Transit recognizes, however, that the time necessary to process a request will depend on the nature of the accommodation(s) requested and whether it is necessary to obtain supporting information.

Arrowhead Transit will summarize the results of its decision and provide a response to the Requestor within thirty (30) days from receipt of the complete Request. The response will include the original request, summary of relevant analysis, and Arrowhead Transit final determination along with the right to appeal and process for doing so. Should a Request be denied, in whole or in part, Arrowhead Transit will recommend alternative accommodation/modifications to the Requestor.

GRANTING A REASONABLE MODIFICATION REQUEST

As soon as Arrowhead Transit determines that reasonable accommodation will be provided, that decision shall be immediately communicated to the individual. When an adequate time is provided, this notice must be in writing in order to maintain the required information for reporting purposes. When granting a



request is communicated orally Arrowhead Transit will follow up in writing. Upon request, alternative means of response will be provided.

In choosing among alternatives for meeting nondiscrimination and accessibility requirements with respect to new, altered, or existing facilities, or designated or specified transportation services, Arrowhead Transit shall give priority to those methods that offer services, programs, and activities to qualified individuals with disabilities in the most integrated setting appropriate to the needs of individuals with disabilities.

DENIAL OF REASONABLE MODIFICATION REQUEST

As soon as Arrowhead Transit determines that a request for reasonable accommodation will be denied, Arrowhead Transit will communicate the basis for the decision immediately. When adequate time is provided, this notice will be in writing to the individual requesting the modification. Any denial communicated orally will be followed up in writing. The explanation for the denial will clearly state:

- The specific reasons for the denial.
- Any alternative accommodation that may create the same access to transit services as requested by the individual; and
- The opportunity to file a complaint relative to the Arrowhead Transit's decision on the request.

COMPLAINT PROCESS

Any person who believes she or he has been discriminated against in obtaining a reasonable modification may file a complaint by completing and submitting Arrowhead Transit's Reasonable Modification Complaint Form. Arrowhead Transit investigates complaints received no more than 30 days after receipt. Arrowhead Transit will process complaints that are complete. Arrowhead Transit will work with MnDOT OTAT to determine resolution in the process. Once the complaint is received, the complainant will receive an acknowledgement of receipt. If more information is needed to resolve the complaint, Arrowhead Transit may contact the complainant. The complainant has 30 business days from the date of the letter to send requested information to Arrowhead Transit.

If Arrowhead Transit is not contacted by the complainant or does not receive the additional information within 30 business days, Arrowhead Transit may administratively close the complaint. In addition, a complaint may be administratively closed if the complainant no longer wishes to pursue their case.

Arrowhead Transit has a process for investigating and tracking complaints from qualified individuals. These procedures shall be posted on Arrowhead Transit's website and will be provided to any individual where Arrowhead Transit has denied a request for accommodation. The process and any forms necessary to file a complaint are readily available from the web. Alternative means of filing complaints, such as personal interviews, phone calls, or taped requests, will be made available for persons with disabilities if unable to communicate their request in writing or upon request.

After Arrowhead Transit investigates the complaint and has consulted and received direction from MnDOT OTAT, a decision will be rendered in writing to the complainant. Arrowhead Transit will issue either a Letter of Closure or Letter of Finding.

1. **Letter of Finding** – This letter will summarize the complaint, any interviews conducted regarding the complaint, and explains what actions will be taken by Arrowhead Transit to address the complaint.



2. **Letter of Closure** – This letter will explain why Arrowhead Transit has determined that the complaint does not merit accommodation under the Americans with Disabilities Act and that the complaint will be closed.

If the complainant disagrees with the decision of Arrowhead Transit, an opportunity to appeal the decision may be pursued provided the complaint files notice of appeal within 21 days of the initial decision of Arrowhead Transit. At any time, the complainant has the right to file a complaint directly with MnDOT, through their website complaint section, through the Motor Carrier website, or through the Ombudsman website.

In the event of appeal, the complainant will be granted all due process, including the ability to present additional evidence, present the case in person during an appeal hearing, and to be represented by counsel.

DESIGNATED EMPLOYEE

Arrowhead Transit shall designate one official within the organization responsible for processing reasonable modification requests and handling complaints. This individual is:

Colette Hanson, Assistant Director of Administration
Arrowhead Transit
702 3rd Avenue South Virginia, Mn 55792
218-735-6814

RECORD RETENTION

Arrowhead Transit will maintain all records related to reasonable modification requests and denials for at least five (5) years.

Arrowhead Transit shall keep on file a record of all such requests, which may be in summary form, for five (5) years. Arrowhead Transit shall keep all pertinent and associated records for review by and submittal to FTA or other responsible governmental official as prescribed. In the case in which Arrowhead Transit extends Federal financial assistance to any other recipient, per §27.121(b), that recipient shall also submit reasonable modification and accommodation request reports to Arrowhead Transit. These reports shall be forwarded to the Arrowhead Transit ADA Coordinator.

No Show

This policy is intended to address the actions by habitual abusers of service scheduling and provide clear protocols for addressing passengers who fail to show for their scheduled trip without properly canceling the trip. This policy is intended to address those repeat offenders, and not the occasional incident that may occur with some passengers.

DEFINITIONS

No-show – Any passenger who is unavailable for pick-up of a scheduled trip that has not notified Arrowhead Transit to cancel that trip. Trips in which passengers will not be picked up due to circumstances related to service will not be considered a no-show.

Late cancellation will be defined as a call into dispatch cancelling a pickup less than 15 minutes to the scheduled time.

NO-SHOW PROCEDURE

The transit operator will wait for passengers for 3 minutes beyond the early arrival pick-up time window. The transit operator will make reasonable attempts to locate the passenger. If the passenger



cannot be located within the established 3 minutes, the transit operator must contact the Dispatcher with the no-show. Passengers who do not make themselves available within that window will be considered a no-show. The Dispatcher has the responsibility to determine if the transit operator is to continue without the passenger.

Upon permission to continue without the passenger, the transit operator is to record the arrival time, departure time, and vehicle mileage on the Daily Manifest.

Scheduled trips are to be cancelled at least 15 minutes prior to the time of the trip request. Any scheduled trip not cancelled within that window will be considered a no-show and will be logged as such. A no-show designation for a trip will be monitored to determine the habitual nature of no-shows associated with a passenger.

Exceptions may be made for passengers who are unduly delayed due to medical appointments or procedures and other circumstances beyond their control. The passengers will be required to contact Arrowhead Transit as soon as practicable following the missed trip and a new driver will be dispatched as soon as possible if applicable.

HABITUAL NO-SHOW PROCEDURE

Passengers who have no-shows equal to or greater than 25% of the scheduled trips in a thirty (30) day period will be provided with a written warning. In order to be subject to a warning or suspension, a passenger must have booked a minimum of three (3) trips or more in a calendar month. Example: If a passenger books five (5) trips and no-shows 25% of the time, they will be in violation of the no-show policy and subject to the progressive corrective action plan.

A passenger will be subject to the progressive corrective action plan only if both the minimum number of trips booked and the minimum number of no-shows are reached during a calendar month. All suspension periods will begin on Monday.

The length of a passenger's suspension will adhere to the progressive corrective action plan described as follows:

- First violation in a rolling 12-month period: Verbal Warning
- Second violation in a rolling 12-month period: Final Warning Letter
- Third violation in a rolling 12-month period: 7 days
- Fourth violation in a rolling 12-month period: 14 days
- Fifth violation in a rolling 12-month period: 21 days
- Sixth and subsequent violations in a rolling 12-month period: 30 days

All penalties imposed under this policy are first subject to an appeals process (see Suspension Appeals Process). Before any suspension, the potentially affected individual will receive written notice that transportation services will be suspended beginning fourteen (14) days from the date of notice. The individual will receive a copy of the appeals process which details passenger rights in this situation. The written notice of suspension will contain instructions and materials necessary to challenge or appeal the suspension decision.

Arrowhead Transit will continue to serve passengers appealing pending suspensions until all appeals have been settled. For passengers, who do not choose to appeal, suspensions will commence on the date specified in the written notice.



Subscription/Standing Order reservations may be denied upon a second suspension in any consecutive 12-month period. Privileges may be reinstated without guarantee of the original subscription/standing order.

At no time will Arrowhead Transit require, charge, or bill a passenger when they violate the No Show policy for the passenger trip or any penalties.

Suspension Due to Direct Threat to the Health or Safety of Others

Americans with Disabilities Act (ADA): FTA C 4710.1 Circular Section 2.2.7, § 37.5(h) permits agencies to refuse service to individuals with disabilities if they engage in violent, seriously disruptive, or illegal conduct, or if they pose a direct threat to the health or safety of others.

SERVICE DENIAL DUE TO RIDER CONDUCT

“It is not discrimination under this part for an entity to refuse to provide service to an individual with disabilities because that individual engages in violent, seriously disruptive, or illegal conduct, or represents a direct threat to the health or safety of others. However, an entity shall not refuse to provide service to an individual with disabilities solely because the individual’s disability results in appearance or involuntary behavior that may offend, annoy, or inconvenience employees of the entity or other persons” (§ 37.5(h)).

DETERMINING A DIRECT THREAT

Arrowhead Transit may refuse to transport individuals who pose a significant risk to the health or safety of others. The definition of “direct threat” is intended to be interpreted consistently with the parallel definition in the Department of Justice regulations. That is, Part 37 does not require a public entity to permit an individual to participate in or benefit from the services, programs, or activities of that public entity when that individual poses a direct threat to the health or safety of others.

In determining whether an individual poses a direct threat to the health or safety of others, Arrowhead Transit must make an individualized assessment, based on reasonable judgment, that relies on current medical knowledge or on the best available objective evidence, to ascertain: the nature, duration, and severity of the risk, the probability that the potential injury will actually occur, and whether reasonable modifications of policies, practices, or procedures or the provision of auxiliary aids or services will mitigate the risk. Presuming certain conduct will occur based on specific disabilities is not appropriate. For example, it is incorrect to presume all riders with particular psychiatric disabilities will behave in a violent manner that constitutes a direct threat to others. The definition of direct threat refers to a direct threat to other individuals and not to the person with the disability.

Americans with Disabilities Act (ADA): FTA C 4710.1 Circular Section 2.2.7, § 37.5(h) determines whether an individual poses a direct threat to the health or safety of others, a public accommodation must make an individualized assessment, based on reasonable judgment that relies on current medical knowledge or on the best available objective evidence, to ascertain: the nature, duration, and severity of the risk; the probability that the potential injury will actually occur; and whether reasonable modifications of policies, practices, or procedures will mitigate the risk.

The definition of “direct threat” is intended to be interpreted consistently with the parallel definition in the Department of Justice regulations. That is, Part 37 does not require a public entity to permit an individual to participate in or benefit from the services, programs, or activities of that public entity when that individual poses a direct threat to the health or safety of others.

Examples include:

- Assault or attempted assault.
- Sexual exposure or unwanted advances.



- Serious health-related conditions or conduct impacting public
- health. (bed bugs, TB, spitting intentional discharge of bodily substance).

STEPS TO TAKE BEFORE REFUSING SERVICE

Before refusing service to an individual with a disability, Arrowhead Transit will make reasonable attempts to resolve issues with riders or, if appropriate, caregivers or guardians. Arrowhead Transit will document the incident or incidents leading to service denial, substantiating how such an incident rises to the level of seriously disruptive or a direct threat. Arrowhead Transit will provide the rider with a written warning before denying service.

Contracted service providers will notify Arrowhead Transit of all the issues surrounding the customer's conduct. Arrowhead Transit's response will vary based on the type of offense.

RIGHT OF INDIVIDUALS TO CONTEST SERVICE DENIALS

Access to public transit is a civil right and inherent in any civil right is the opportunity for due process. This means providing an individual who is denied service the opportunity to contest that decision, correct the situation, and resume service. Service refusals cannot be permanent unless an individual continues to pose a direct threat to the health or safety of others. Riders must have the opportunity to subsequently present information to Arrowhead Transit, demonstrating that issues have been resolved or presenting options to mitigate any problems, to have service reinstated.

This also means providing a rider required to travel with an attendant an opportunity to appeal such a requirement. As with service refusals, riders have the right to subsequently provide information demonstrating they have addressed Arrowhead Transit's concerns and can now travel without an attendant or propose other solutions that permit them to travel on their own. Arrowhead Transit will follow the approved Suspension Appeals Process provided in this policy.

Suspension Appeals Process

A suspension may result from violations of passenger behavior rules, violation of the no-show policy, or for other inappropriate or disruptive behavior. Regardless of the reason for suspension, each passenger has a right to appeal the decision through an appeals process.

Customers have the right to appeal suspensions. For all other suspensions, the customer must request an appeal in writing. Appeals of suspensions related to direct threat offenses must be received within 2 weeks following the delivery of the letter confirming the suspensions. The suspensions for minor and major offenses will be postponed until the appeal process is completed.

Appeals must be submitted in writing to Brandon Nurmi, Transit Director, by mail at 702 3rd Avenue South Virginia, Mn 55792, or by email at brandon.nurmi@aeoa.org within 14 days of issuance/receipt of the determination letter.

An appeal request may include supporting documentation or a reason for the appeal, but such details are not required. All appeals are conducted by the Arrowhead Transit appeal panel. The panel is assembled and overseen by the Arrowhead Economic Opportunity Agency. The appeal panel consists of professionals familiar with public transit regulations who are not directly employed by Arrowhead Transit.

The panel may meet in person or via video or telephone conference. Any materials presented as part of the appeal meeting will be distributed to both the customer and to members of the appeal panel.



Written appeals must provide for the date of issue/incident and service suspension, circumstances involved in the issue/incident, passengers understanding of the suspension, suggested remedies passenger is offering in response to re-instatement of ridership.

Appeal meetings will be scheduled within 60 days of receiving requests for appeals. Customers will be notified of dates, times and locations at least 14 days prior to the meeting dates.

The customer may attend the appeal meeting in-person or by teleconference but is not required to do so. The customer may also bring or send a representative. The decision of the appeal panel will be final and will be mailed to Arrowhead Transit and the customer within 30 days of the appeal meeting.

All communications will be made available in alternate format upon request.

Arrowhead Transit will provide all information to MnDOT OTAT Compliance Coordinator for review and approval during the appeals process.



ADA Complaint Form Procedure

Background

The Americans with Disabilities Act of 1990 (ADA), provides protection that no individual with a disability shall on the basis of disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any federally funded program, service, or activity.

Arrowhead Transit is committed to providing non-discriminatory service to ensure that no person is excluded from participation in, or denied the benefits of, or subjected to discrimination in the receipt of its services by providing protection that no individual with a disability shall on the basis of disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination as stated in the Americans with Disabilities Act of 1990 (ADA).

If you feel that you have been discriminated against, please provide the following necessary information to facilitate the processing of your complaint. If assistance is required to complete the form, or if you have questions, please do not hesitate to call the ADA Coordinator at 218-735-6807. **Once completed, return a signed and dated copy to:**

Brandon Nurmi, Transit Director
702 3rd Avenue South Virginia, Mn 55792

Note: The following information is necessary to assist us in processing your complaint. Should you require any assistance in completing this form, please call 218-735-6807



ADA Complaint Form

Section I:				
Name:				
Address:				
Telephone (Home/Cell):			Telephone (Work):	
Email:				
Do you require an accessible format?	Large Print		Audio Tape	
	TTY/TDD		Other:	
Section II:				
Are you filing this complaint on your own behalf? *			Yes	No
*If you answered "yes" to this question, go to Section III.				
If not, please supply the name and relationship of the person for whom you are filing:				
Have you obtained permission from this person?			Yes	No
Section III:				



If you believe you were discriminated against based on a disability, please provide as much detail concerning the alleged discrimination.

Date of Alleged Discrimination (Month, Day, Year): _____ Time: _____

Transit Line/Route: _____ Vehicle ID or Name: _____ Location: _____

Name(s) of Employee(s) involved: _____

Explain as clearly as possible what happened and why you believe you were discriminated against. If more space is needed, please use the back of this form.



Section IV		
Have you previously filed an ADA complaint with this agency?	Yes	No
Contact name: _____	Telephone number: _____	
Section V		
Have you filed this complaint with any other federal, state, or local agency, or with any federal or state court?		
<input type="checkbox"/> Yes <input type="checkbox"/> No		
If yes, check all that apply:		
<input type="checkbox"/> Federal Agency: _____	<input type="checkbox"/> Federal Court: _____	
<input type="checkbox"/> State Agency: _____	<input type="checkbox"/> State Court: _____	
<input type="checkbox"/> Local Agency: _____	<input type="checkbox"/> Local Court: _____	
Please provide contact information for the person you spoke to at the above agency:		
Name: _____	Title: _____	
Agency: _____		
Address: _____		
Telephone: _____		

Important Notice: To protect your rights, your complaint must be filed within 180 days following the date of the alleged discrimination. Failure to file within 180 days may result in dismissal of the complaint. You may attach any additional written materials or other information that you think is relevant to your complaint to this form.

Signature and date required below.

Signature of Person Filing Complaint

Date

If you need assistance completing this form, contact Arrowhead Transit at [provide phone number here].

Once completed, return a signed and dated copy to:

Brandon Nurmi, Transit Director
Arrowhead Transit
702 3rd Avenue South Virginia, Mn 55792



Reasonable Modification Complaint Process

Arrowhead Transit investigates complaints received no more than 30 days after receipt. Arrowhead Transit will process complaints that are complete. Once the complaint is received, the complainant will receive an acknowledgement of receipt. If more information is needed to resolve the complaint, Arrowhead Transit may contact the complainant. The complainant has 30 business days from the date of the letter to send requested information to Arrowhead Transit.

If Arrowhead Transit is not contacted by the complainant or does not receive the additional information within 30 business days, the Arrowhead Transit may administratively close the complaint. In addition, a complaint may be administratively closed if the complainant no longer wishes to pursue their case.

After Arrowhead Transit investigates the complaint and has consulted and received directive from MnDOT OTAT, a decision will be rendered in writing to the complainant. Arrowhead Transit will issue either a Letter of Closure or Letter of Finding.

- ◆ **Letter of Finding** – This letter will summarize the complaint, any interviews conducted regarding the complaint, and explains what actions will be taken by Arrowhead Transit to address the complaint.
- ◆ **Letter of Closure** – This letter will explain why Arrowhead Transit has determined that the complaint does not merit accommodation under the Americans with Disabilities Act and that the complaint will be closed.

If the complainant disagrees with the decision of Arrowhead Transit, an opportunity to appeal the decision may be pursued provided the complaint files notice of appeal within 21 days of the initial decision of Arrowhead Transit.

In the event of appeal, the complainant will be granted all due process, including the ability to be present additional evidence, present the case in person during an appeal hearing, and to be represented by counsel.



Reasonable Modification Complaint Form

Part I

Date: _____
Name: _____
Address: _____
Telephone: _____
Email Address: _____

Preferred contact method: Phone Email

Best time to contact you: _____

Additional Formats Needed:

None TDD Other
 Large Print Audio Tape

Part II

Are you filing this complaint on your own behalf?

Yes – Proceed to Part III

No – Please provide the name of and your relationship with this person:

Name of Individual: _____

Your Relationship: _____

Please explain why you have filed for a third party:

Confirm:

I have obtained permission of the aggrieved party to file this form on his or her behalf.

I have not confirmed permission to file this form on behalf of the aggrieved party.

Part III.

If you believe you were not heard in your reasonable modification request or did not receive the services you requested, please provide as much detail concerning the incident. Arrowhead Transit investigates complaints received no more than 30 days after receipt.

Date of incident (Month, Day, Year): _____ Time: _____



Name(s) of Employee(s) involved: _____

- Through dispatching services
- Through operator request

Explain as clearly as possible what happened and why your reasonable modification request was not granted or did not receive the services you requested. If more space is needed, please use the back of this form.

Signature and date required below.

Signature of Person Filing Complaint

Date

If you need assistance completing this form, contact Arrowhead Transit 218-735-6814.

Once completed, return a signed and dated copy to:

Brandon Nurmi, Transit Director
Arrowhead Transit
702 3rd Avenue South Virginia, Mn 55792