

GRIEVANCE PROCEDURE UNDER THE AMERICANS WITH DISABILITIES ACT

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act of 1990 ("ADA"). It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in the provision of services, activities, programs, or benefits by NYSIF. Employment-related complaints of disability discrimination are covered elsewhere, in policies available from the human resources office of NYSIF.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and location, date, and description of the problem. No particular format of the complaint is required. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint, will be made available for persons with disabilities upon request.

The complaint should be submitted by the grievant and/or their designee as soon as possible but no later than 60 calendar days after the alleged violation to:

Carrell Clarke-Europe

Designee for Reasonable Accommodations and ADA Coordinator
199 Church St.
New York, NY 10007
Email Address: cclarkee@nysif.com or RA@nysif.com
Telephone Number: 212-312-0089

Within 15 calendar days after receipt of the complaint, the ADA Coordinator or their designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, the ADA Coordinator or their designee will respond in writing, and where appropriate, in a format accessible to the complainant, such as large print, Braille, or audio tape. The response will explain the position of NYSIF and offer options for substantive resolution of the complaint.

If the response by the ADA Coordinator or their designee does not satisfactorily resolve the issue, the complainant and/or their designee may appeal the decision within 15 calendar days after receipt of the response to NYSIF's head or their designee.

Within 15 calendar days after receipt of the appeal, NYSIF's head or their designee will respond in writing, and, where appropriate, in a format accessible to the complainant, with the agency's final resolution of the complaint, or indicating that the matter has been returned to the ADA Coordinator for further action. If further action is indicated, the complainant will be contacted within 15 days from the written response.

All written complaints received by the ADA Coordinator or their designee, appeals to NYSIF's head or their designee, and responses from these two offices will be retained by NYSIF for at least three years.



AMERICANS WITH DISABILITIES ACT COMPLAINT FORM

Please use this form to file a complaint based on disability in the provision of services, activities, programs or benefits. If you have questions about this form, please contact NYSIF's Office for Reasonable Accommodations RA@nysif.com or by telephone at 212-312-0089.

Please submit this form to: **Carrell Clarke-Europe, ADA Coordinator**
NYSIF, 199 Church Street, New York, NY 10007

Name: Home Phone:
 Email:
 Home Address:

1. Your claim is made against: **NYS AGENCY:**

Name: Title:

Address: Phone:

2. Location(s) and date(s) of the circumstances giving rise to your complaint:

Are the circumstances of your complaint continuing? Yes No

3. Please describe the alleged denial of services, activities, programs or benefits and your reason(s) for concluding that the conduct was discriminatory. Please include the name(s) of witnesses, if any, and attach supporting data, if available.

4. Have you filed a claim regarding this complaint with a federal, state or local government agency? _____ YES _____ NO

Have you hired an attorney with respect to the allegations in the complaint? _____ YES _____ NO

Have you instituted a legal suit or court action regarding this complaint? _____ YES _____ NO

5. This complaint form was completed by:

ADA Coordinator Complainant Other (explain)

SIGNATURE : _____ **DATE:** _____