

Rule No.: 941 - 6203 - 00100

Agency: Mississippi Department of Transportation

Agency Effective Date: May 15, 2005

Agency Issued Date: March 8, 2005

Secretary of State Authority Date: May 15, 2005 Supercedes Rule:

Division: Office of Civil Rights

Rule Title: Americans with Disabilities Act (ADA) Policy Statement

The person to be contacted regarding the proposed rule is: Facility and Records Management Director

Name of person originating the proposed rule: Carolyn Bell, Civil Rights Director

Name of supervisor or person who approved the proposed rule: Larry L. Brown, Executive Director

Purpose:

To comply with the requirements of the Americans with Disabilities Act of 1990.

Summary:

The Mississippi Department of Transportation will not discriminate on the basis of disability in admission to, access to, or operations of its programs, services, activities, or in its hiring and employment practices.

The full text of the proposed rule is:

All cites herein refer to the most current version of the cited document.

**AMERICANS WITH DISABILITIES ACT (ADA)
POLICY STATEMENT**

The Mississippi Department of Transportation does not discriminate on the basis of disability in admission to, access to, or operations of its programs, services, activities, or in its hiring and employment practices.

The Americans with Disabilities Act of 1990 requires state agencies to make reasonable accommodations for the known physical and mental limitations of otherwise qualified individuals with disabilities who are applicants or employees, provided such accommodations do not cause undue hardship to state agency operations. Qualified individuals with disabilities are persons with disabilities who meet the job related requirements of an employment position and who can perform the essential functions of the position with or without reasonable accommodations. A person with a disability is considered an individual with a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such impairment. Applicants for initial employment or for promotions have the right not to be questioned about disabilities, either obvious or latent.

Questions, concerns, complaints, or requests for additional information regarding the ADA may be forwarded to the Mississippi Department of Transportation's designated ADA Compliance Coordinator.

Individuals who need auxiliary aids for effective communication in programs and services of the Mississippi Department of Transportation are invited to make their needs and preferences known to the ADA Compliance Coordinator.

All managers and supervisors are herewith notified they are fully obligated to ensure that this policy is adhered in all transactions involving employees or potential employees. Any violation of this policy or state and federal laws ensuring equal employment opportunities shall be reported immediately to one of the following ADA Coordinators or District Personnel Officer:

**ADA COMPLIANCE
COORDINATOR**
State EEO Officer
401 North West Street
Jackson, MS 39201
Post Office Box 1850
Jackson, MS 39215-1850
(601) 359-7466

**ADA COMPLIANCE
COORDINATOR-CONSTRUCTION**
Roadway Design Division
401 North West Street
Jackson, MS 39201
Post Office Box 1850
Jackson, MS 39215-1850
(601) 359-7250

DISTRICT 1
District Personnel Ofcr
1909 N Gloster Street
Tupelo, MS 38803
(662) 842-1122

DISTRICT 2
District Personnel Ofcr
Highway 51 N
Batesville, MS 38606
(662) 563-4541

DISTRICT 3
District Personnel Ofcr
1240 Highway 49 N
Yazoo City, MS 39194
(662) 746-2513

DISTRICT 5
District Personnel Ofcr
Highway 80 W
Newton, MS 39345
(601) 683-3341

DISTRICT 6
District Personnel Ofcr
Highway 49 N
Hattiesburg, MS 39403
(601) 544-6511

DISTRICT 7
District Personnel Ofcr
Highway 51 N
McComb, MS 39648
(601) 684-2111

Executive Director
Mississippi Department of Transportation