

# ADA TRANSITION PLAN RESOLUTION

## A JOINT RESOLUTION RECOMMENDING THE IMMEDIATE COMPLETION AND ADOPTION OF A HOLISTIC AND COMPREHENSIVE ADA TRANSITION PLAN FOR THE CITY OF WAUWATOSA

**WHEREAS**, the Americans with Disabilities Act (ADA) of 1990 and Section 504 of the Rehabilitation Act of 1973 mandate that no qualified individual with a disability shall be excluded from participation in, or be denied the benefits of, the services, programs, or activities of a public entity; and

**WHEREAS**, Title II of the ADA specifically requires local governments to ensure that their programs, services, and activities are accessible to individuals with disabilities, including the maintenance of an ADA Transition Plan for public entities with 50 or more employees; and

**WHEREAS**, in an increasingly digital world, the City's website, mobile applications, and electronic documents are the primary gateways for civic participation, necessitating strict adherence to **Web Content Accessibility Guidelines (WCAG)** to ensure access for residents with visual, auditory, or motor disabilities; and

**WHEREAS**, "effective communication" is a core ADA requirement, ensuring that the City provides **auxiliary aids and services**, such as sign language interpreters, accessible public notices, and alternative formats, so that all residents can fully engage with local government; and

**WHEREAS**, a truly comprehensive Transition Plan must include an exhaustive inventory of physical barriers in the **Public Right-of-Way**, including sidewalks, curb ramps, pedestrian crossings, **city-wide street parking**, and **all City-operated parking lots**; and

**WHEREAS**, the scope of facility accessibility must extend beyond City-owned buildings to include any **leased or rented spaces** where City programs, services, or activities are conducted; and

**WHEREAS**, accessibility is often hindered by temporary conditions, necessitating a formal review of **policies during construction** to ensure that temporary accommodations are not only required but strictly enforced; and

**WHEREAS**, the effectiveness of any ADA initiative relies on the knowledge and sensitivity of City personnel, requiring **comprehensive staff training** on ADA legal requirements, identifying accessibility gaps, and best practices for interacting with and providing accommodations to residents; and

**WHEREAS**, the **ADA Coordinator** should be fully supported in obtaining specialized professional development, including **ADA Coordinator Certification (ADACC)**; and

**WHEREAS**, federal law requires that the City provide an **opportunity to interested persons**, including individuals with disabilities and advocacy organizations, to actively participate in the self-evaluation and transition planning process.

**WHEREAS**, the **Bicycle and Pedestrian Facilities Committee** emphasizes that the public right-of-way is the primary artery for mobility and must be seamlessly connected to accessible destinations; and

**WHEREAS**, the **Commission for Persons with Disabilities** asserts that "access" includes the right to independently navigate both the physical and digital environments of the City; and

**WHEREAS**, the **Equity and Inclusion Commission** acknowledges that accessibility is a core pillar of social equity, ensuring that infrastructure does not disproportionately exclude marginalized members of the community; and

**WHEREAS**, the **Senior Commission** notes that as the City's population ages, the need for accessible buildings and clear, multi-channel communication becomes a matter of public health and safety;

**NOW, THEREFORE, BE IT RESOLVED**, that the Bicycle and Pedestrian Facilities Committee, the Commission for Persons with Disabilities, the Equity and Inclusion Commission, and the Senior Commission hereby jointly recommend that the Wauwatosa Common Council and City Staff:

1. **Execute a Full-Spectrum Self-Evaluation:** Initiate a plan covering the Public Right-of-Way, all City-owned/leased facilities, digital/web assets, and communication policies.
2. **Establish a Remediation Timeline:** Identify a specific, phased **timeline for the removal of all identified barriers**, prioritized by high-use areas and essential services, to ensure measurable and transparent progress.
3. **Formalize Construction Mitigation:** Review and update City policies to mandate and enforce accessible routes and temporary accommodations during all public and private construction projects.
4. **Mandate Professional Training & Certification:** Implement recurring staff training and provide the necessary resources for the ADA Coordinator to achieve and maintain professional certification.
5. **Institutionalize Public Participation:** Establish a formal mechanism to ensure individuals with disabilities and advocacy organizations are partners in the self-evaluation and drafting process.

**BE IT FURTHER RESOLVED**, that this resolution be formally transmitted to the Mayor, the Common Council, and the City Administrator to signal a unified commitment to making Wauwatosa a leader in universal accessibility.