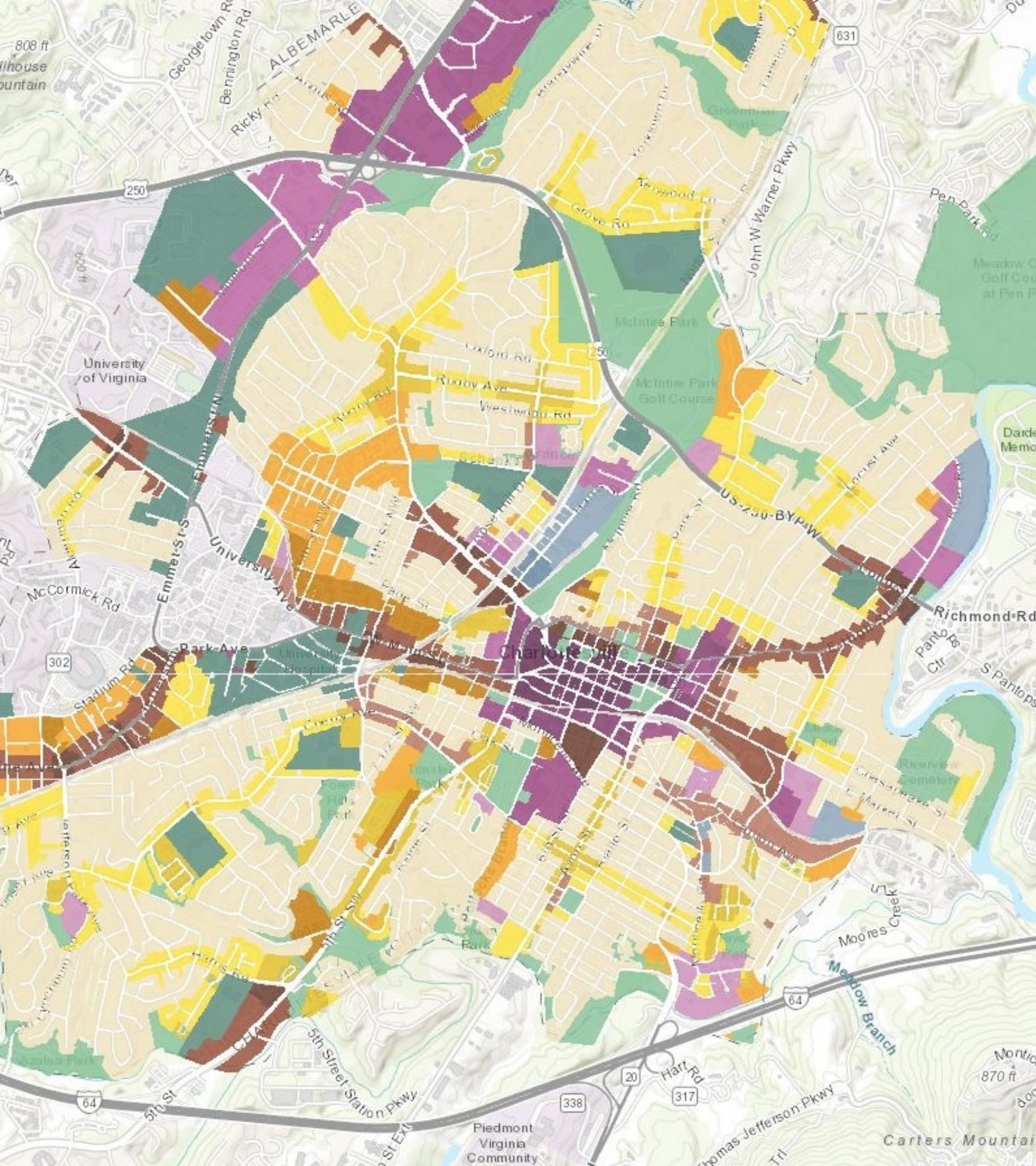


ADA TRANSITION PLAN DRAFT PRESENTATION





AGENDA

Grounding

- Brief overview of the Americans with Disabilities Act
- Why does this Matter

Process

- Presentation from Precision Infrastructure Management (PIM)

Next Steps

- Continuous Feedback
- Incorporation of Feedback & Presentation of Final Document



ADA

NONDISCRIMINATION ON
THE BASIS OF DISABILITY
IN STATE AND LOCAL
GOVERNMENT SERVICES

Photo Credit: [Disabled And Here.](#)

What Is The ADA?

The ADA is a law that protects people with disabilities in many areas of public life.

- Disability rights **ARE** civil rights
- The law protects people with disabilities
 - Disabilities can include:
 - Physical
 - Cognitive
 - Sensory
 - Communications

About The ADA

Title I

- Equal Employment Opportunity for Individuals with Disabilities

Title II

- Nondiscrimination on the Basis of Disability in State and Local Government Services

Title III

- Nondiscrimination on the Basis of Disability by Public Accommodations and in Commercial Facilities

Title IV

- Telecommunications

Title V

- Miscellaneous Provisions



TITLE II

NONDISCRIMINATION ON
THE BASIS OF DISABILITY
IN STATE AND LOCAL
GOVERNMENT SERVICES

Title II

- Prohibits discrimination against qualified individuals with disabilities in all programs, activities, and services of public entities.
- Applies to **all** state and local governments, their departments and agencies, and other instrumentalities or special purpose districts of state or local governments.
- Clarifies the requirements of Section 504 of the Rehabilitation Act of 1973, as amended, for public transportation systems that receive federal financial assistance and extends coverage to all public entities that provide public transportation, whether or not they receive federal financial assistance.

Title II

Administrative Process

- Requirements for self-evaluation and planning
- Requirements for making reasonable modifications to policies, practices, and procedures where necessary to avoid discrimination
- Architectural barriers to be identified
- The need for effective communication with people with hearing, vision and speech disabilities.

This title is regulated and enforced by the U.S. Department of Justice

Transition Plan

Federal Compliance

- The ADA mandates that all public entities must develop and implement a Transition Plan to ensure accessibility.

Title II of the ADA

- Title II of the Americans with Disabilities Act requires that **ALL** services, programs, and activities provided by state and local governments be accessible to individuals with disabilities.
 - Includes physical access to public buildings and infrastructure
 - ALSO includes access to communications, transportation, and digital services.
 - Public entities must evaluate their current services and create a Transition Plan to address barriers to accessibility.

Transition Plan

The Transition Plan is a **comprehensive** strategy for ensuring Charlottesville's policies, infrastructure, and community services **align** with the city's long-term goals of sustainability, equity, and inclusivity.

Approval is critical for timely implementation and meeting state and federal compliance standards.

Transition Plan

- Developed from the self-evaluation and facilities survey.
- Public entities with 50 or more employees are required to develop a transition plan

The requirements for a Transition Plan, as outlined in [28 C.F.R. section 35.150](#), only apply to public agencies with 50 or more employees.

Transition Plan

A strategic roadmap designed to help Charlottesville comply with the Americans with Disabilities Act (ADA) and improve accessibility, equity, and inclusivity across all public facilities and services.

Scope Includes:

- Sidewalks and pedestrian routes
- Public buildings
- Transit facilities
- Parks and recreational areas

[28 C.F.R. section 35.150](#)

Self Evaluation

- Is the process where a public entity assesses everything it provides to the community
 - Programs (including current policies, practices, and procedures)
 - Services
 - Activities
 - Facilities
 - Right of Way (ROW)

The self-evaluation **identifies** and **corrects** barriers to access that are inconsistent with Title II requirements.



A PLACE WHERE EVERYONE THRIVES

Why the ADA
Matters

Community Equity and Inclusion

- 11.1% of Charlottesville's population has a disability.
- Older adults and individuals with temporary injuries also benefit.
- Promotes equal access to education, employment, recreation, and civic life

Economic Benefits

Return on Investment

- Accessible infrastructure attracts more residents and tourists.
- Enhances business visibility and foot traffic.
- Prevents costly legal action and penalties.

Sustainability and Urban Planning

Complementary Strategies

- Aligns with the City's Climate Action Plans
- Supports walkable communities and reduced car dependency
- Integrates green infrastructure (e.g., eco-friendly sidewalk materials)

Public Transportation Integration

Plan Elements

- Upgrade all bus stops with accessible shelters and paths

Educational Institutions and Youth

Benefits for Schools:

- Safer, more accessible routes to schools.
- Encourages independence for youth with disabilities.
- Enables inclusive extracurricular and sports participation.

Alignment with City Goals

Strategic Fit

- Reinforces Charlottesville's Comprehensive Plan
- Advances citywide diversity, equity, and inclusion (DEI) goals
- Supports state-level Smart Growth and Resilient Cities initiatives

PIM Presentation



PIM | PRECISION
INFRASTRUCTURE
MANAGEMENT

<https://precisioninfrastructuremgmt.com/>

SCAN HERE



Draft Plan

Our community can access the Draft Transition Plan Update on our website at the website below OR by using the QR Code. The document is quite large, so it is easier to access it virtually. The document is ADA compliant and can be read with a screen reader.



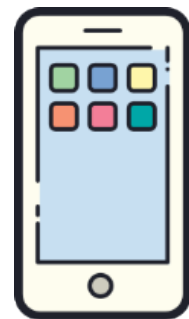
[https://www.charlottesville.gov/DocumentCenter/View/13785/
Draft-Charlottesville-ADA-Transition-Plan-Update](https://www.charlottesville.gov/DocumentCenter/View/13785/Draft-Charlottesville-ADA-Transition-Plan-Update)

Additional Feedback

Members of the Community can provide any additional feedback on the draft plan by contacting the ADA Coordinator, Paul Rudacille, using the contact information below, **no later than April 16, 2025**, to ensure feedback can be incorporated into the draft.



ADA@charlottesville.org



434-987-1267



<https://www.charlottesville.gov/274/Americans-with-Disabilities-Act-ADA-Coor>

scan
ME!



Feedback received after that date will still be noted but may not be incorporated into the final draft

Thank You!

Questions?

CONTACT INFORMATION

Paul Rudacille, ADA Coordinator

Email: ADA@charlottesville.org

Phone: 434-987-1267





Appendix Data

Additional Data for the
Community

Photo Credit: [Disabled And Here](#).

Federal Regulations

28 CFR 35.150(d) Transition plan

1. In the event that structural changes to facilities will be undertaken to achieve program accessibility, a public entity that employs 50 or more persons shall develop, within six months of January 26, 1992, a transition plan setting forth the steps necessary to complete such changes. A public entity shall provide an opportunity to interested persons, including individuals with disabilities or organizations representing individuals with disabilities, to participate in the development of the transition plan by submitting comments. A copy of the transition plan shall be made available for public inspection.
2. If a public entity has responsibility or authority over streets, roads, or walkways, its transition plan shall include a schedule for providing curb ramps or other sloped areas where pedestrian walks cross curbs, giving priority to walkways serving entities covered by the Act, including State and local government offices and facilities, transportation, places of public accommodation, and employers, followed by walkways serving other areas.
3. The plan shall, at a minimum —
 - (i) Identify physical obstacles in the public entity's facilities that limit the accessibility of its programs or activities to individuals with disabilities;
 - (ii) Describe in detail the methods that will be used to make the facilities accessible;
 - (iii) Specify the schedule for taking the steps necessary to achieve compliance with this section and, if the time period of the transition plan is longer than one year, identify steps that will be taken during each year of the transition period; and
 - (iv) Indicate the official responsible for implementation of the plan.
4. If a public entity has already complied with the transition plan requirement of a Federal agency regulation implementing section 504 of the Rehabilitation Act of 1973, then the requirements of this paragraph (d) shall apply only to those policies and practices that were not included in the previous transition plan.

[1] 28 CFR 35.150(d) - [https://www.ecfr.gov/current/title-28/part-35/section-35.150#p-35.150\(d\)](https://www.ecfr.gov/current/title-28/part-35/section-35.150#p-35.150(d))

Federal Regulations

§ 28 CFR 35.105 Self-evaluation.

(a) A public entity shall, within one year of the effective date of this part, evaluate its current services, policies, and practices, and the effects thereof, that do not or may not meet the requirements of this part and, to the extent modification of any such services, policies, and practices is required, the public entity shall proceed to make the necessary modifications.

(b) A public entity shall provide an opportunity to interested persons, including individuals with disabilities or organizations representing individuals with disabilities, to participate in the self-evaluation process by submitting comments.

(c) A public entity that employs 50 or more persons shall, for at least three years following completion of the self-evaluation, maintain on file and make available for public inspection:

- (1) A list of the interested persons consulted;
- (2) A description of areas examined and any problems identified; and
- (3) A description of any modifications made.

(d) If a public entity has already complied with the self-evaluation requirement of a regulation implementing section 504 of the Rehabilitation Act of 1973, then the requirements of this section shall apply only to those policies and practices that were not included in the previous self-evaluation.

[1] 28 CFR 35.105 - <https://www.ecfr.gov/current/title-28/section-35.105>

Examples of Community Feedback

“

“Bus stops are rarely covered;
their design is mean and not
comfortable.” – E.

”

“

“Sidewalk
maintenance being up
to each property owner
inherently leads to
inaccessibility,
whether due to
overgrown vegetation
or a snowstorm.” – P.

”

“

“Because of JAUNT
limitations I do not go out
very much any more,
although I wish I could.” – M

”

“

“For vegetation, a
complaint-driven
process works
reasonably well over
time, but each
submitted complaint is
really a documentation
of an instance of
inaccessibility.” – P.

”