

March 27, 1990
2698H/CL/pb

INTRODUCED BY: Audrey Gruger

PROPOSED NO.: 89-798

ORDINANCE NO. **9383**

AN ORDINANCE establishing the King County 504
Advisory Committee.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Definitions.

A. "504" shall mean Section 504 of the Rehabilitation Act of 1973 as amended which states that, "No otherwise qualified handicapped individual in the United States shall, solely by reason of his handicap be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance."

B. "Handicapped" shall mean persons with disabilities who have, have a history of having, or are perceived as having a physical, sensory or mental impairment which substantially limits one or more major life activities.

C. "Affirmative Action" shall mean policies, procedures and programs designed to increase the representation of minorities, women and persons with disabilities.

D. "Discrimination" shall mean different treatment of or pursuit of policies or practices that have a disproportionate impact upon persons due to their creed, race, color, sex, age, marital status, national origin or the presence of any sensory, mental or physical handicap, unless such policies and practices are necessary for the performance of the job and no less discriminatory alternatives are possible.

E. "Employment" shall mean any and all terms and conditions and policies and practices of employment, including, but not limited to, recruiting, hiring, upgrading, promotion, transfer, discipline, firing, demotion, lay-off, compensation and conditions of work.

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2 SECTION 2. Creation. There is hereby created a King County
3 504 Advisory Committee, hereafter referred to as the Committee.

4 SECTION #. Composition. The Committee shall be composed of
5 no less than three individuals, subject to confirmation by the
6 council, including the Chair. The Executive will appoint the
7 Chair who will also serve on the Affirmative Action Committee to
8 ensure coordination of efforts.

9 SECTION 4. Purpose. The Committee shall serve in an
10 advisory capacity to the Executive in developing strategies,
11 systems and guidelines in implementing the 504 Compliance Work
12 Plan. The functions of the Committee shall include, but not be
13 limited to, the following.

14 A. Review the 504 Compliance Workplan and make
15 recommendations towards improving its effectiveness.

16 B. Review and monitor the progress of the 504 Compliance
17 Work Plan.

18 C. Review and monitor the affirmative action progress made
19 in the employment of persons with disabilities in the county's
20 workforce.

21 SECTION 5. Staffing. The committee shall be staffed by the
22 Administrator of the Office of Civil Rights and Compliance or
23 his designee and the 504 Compliance Specialist.

24 INTRODUCED AND READ for the first time this 2nd day
25 of January, 19 90.

26 PASSED this 2nd day of April, 19 90.

27 KING COUNTY COUNCIL
28 KING COUNTY, WASHINGTON

29 Lois Nostle
30 Chair

31 ATTEST:

32 Gerald A. Pata
33 Clerk of the Council

APPROVED this 13th day of April, 19 90.

[Signature]
King County Executive