

ADA30 YEARS
1990-2020



30 Years of Progress

ADA Anniversary Celebration

DID YOU KNOW?

HUMAN RESOURCES

Our mission as a strategic partner is to provide outstanding customer service and stewardship of resources in attracting and retaining a high-performance, diverse, workforce in support of the changing needs of the organization.

- **Did You Know?** A Supported Employment Program was implemented in 2016 to create valuable job opportunities to individuals living with disabilities. The city received the Governor's Award in 2018 for the program and in 2019 adopted the supported employment classification into a 2019-2022 collective bargaining agreement.
- **Did You Know?** Training available to city staff is ADA compliant. The City of Bellevue strives to reach all audiences when creating training materials and all in-house training videos are made accessible by adding closed captioning using the ADA-compliant font size.
- **Did You Know?** A Hiring for Equity Manual was developed in 2016 in Bellevue to incorporate hiring processes that are inclusive and accessible. The city provides reasonable accommodation to applicants throughout the hiring process including application, testing, and interview.
- **Did You Know?** The ADA interactive process is important in supporting city employees with disabilities who have a need for an accommodation. The interactive process allows for open lines of communication and alternative accommodations to support an employee's ability to perform the essential functions of a position.
- **Did You Know?** Bellevue has a Disability Allyship Resource Team (DART) comprised of staff from several city departments and created through a partnership between Human Resources and the City Manager's Office. The mission of DART is to advance the City Council vision by serving as a resource and partner to other departments on topics related to disabilities. The group also brings educational awareness to city staff on disability topics through hosting events focused on the disability movement and issues faced by different communities.
- **Did You Know?** An assessment was conducted of the language used in the physical demands section of the city's recreation assistant job family classifications. The review resulted in revisions to include more inclusive and ADA accessible language.

To view a full list of accessibility and inclusion highlights from various city departments, visit BellevueWA.gov/ada-30th-anniversary



For alternate formats, interpreters, or reasonable accommodation requests please phone at least 48 hours in advance 425-452-6817 (voice) or email rsu@bellevuewa.gov. For complaints regarding accommodations, contact City of Bellevue ADA/Title VI Administrator at 425-452-6168 (voice) or email ADATitleVI@bellevuewa.gov. If you are deaf or hard of hearing dial 711. All meetings are wheelchair accessible.

