



**Self Evaluation and Transition Plan**  
**for compliance with**  
**the**  
**Americans with Disabilities Act**

**January 2004**

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**Executive Director**

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## **Background on the Law**

The Americans with Disabilities Act (ADA) of 1990 is a civil rights statute that prohibits discrimination against people who have disabilities. Under the ADA, designing and constructing facilities for public use that are not usable by people who have disabilities constitutes discrimination.

The ADA covers a wide range of disabilities, from physical conditions affecting mobility, stamina, sight, hearing and speech to conditions such as emotional illness and learning disorders. Such disabilities may or may not be evident to others. The percentage of the United States population affected by a condition that constitutes a disability under the ADA is expected to increase over the coming decades, in part due to the growing numbers of the elderly.

The ADA addresses access to the workplace (title I), state and local government services (title II), and places of public accommodation and commercial facilities (title III). It also requires telephone companies to provide telecommunications relay services for people who have hearing or speech impairments (title IV) and miscellaneous instructions to Federal agencies that enforce the law (title V).

The ADA under title II, subpart A, covers public rights-of-way. The Department of Justice (DOJ) has rulemaking authority and enforcement responsibility for title II, while the Department of Transportation (DOT) has been designated to implement compliance procedures relating to transportation, including those for highways, streets and traffic management. The Federal Highway Administration (FHWA) Office of Civil Rights oversees the DOT mandate in these areas.

## **TxDOT History**

Following the passage of the ADA, TxDOT created an ADA Task Force in 1992. Ted Miller was appointed as TxDOT's ADA Coordinator and district and division offices were assigned specific duties. Training was held for district ADA coordinators in late 1992 and in January 1993 the Department completed a self evaluation and guide.

That 1993 guide addressed all aspects of the Americans with Disabilities Act and was comprehensive in scope. The guide covered a self evaluation in the areas of employment, public services, program accessibility, and communications. Texas Governor's Committee on People with Disabilities, and the Office of Civil Rights, U.S. Department of Health and Human Services developed the self evaluation and transition plan. The self-evaluation includes items found in Title 1 - Employment and Title II - Public Services of the Americans with Disabilities Act. It was designed to help state and local government employers and service providers comply with the, then new, law.

TxDOT's 1993 Self Evaluation and Guide called for our district offices to identify needed improvements to achieve compliance with the ADA. These

improvements included curb ramps, building and rest area improvements and any other needed facility improvements. Those needs were furnished from the twenty-five district offices to the Task Force and from those reports a \$37 million program was initiated to address identified needs. All projects were to be completed by January 26, 1995, and additional needs were also to be addressed as roadway rehabilitation or reconstruction projects were implemented.

In 1999, the department began submitting all projects with more than \$50,000 in pedestrian elements to the Texas Department of Licensing and Regulation (TDLR) for compliance reviews based on the Texas Accessibility Standards. TDLR has also performed an on-site inspection of the constructed elements on these projects. On September 30, 1999, the executive director sent a memo to all district engineers to implement the Department of Justice requirement for curb ramps to be installed with seal coat and overlay projects if a barrier to a sidewalk or path existed or would be created by the project.

In October 1999, TxDOT successfully nominated Elizabeth Hilton to represent the Department on the Public Rights of Way Access Advisory Committee (PROWAAC) created by the U.S. Access Board to develop requirements specific for public rights of way for inclusion in the ADA Accessibility Guidelines (ADAAG). This nomination not only was a great asset to the PROWAAC, but also put TxDOT in a leadership role for ADA compliance and training. In 2000, the Department significantly improved its standard detail sheet related to curb ramps and other accessible features by releasing the RAMP-00 standard detail.

In early 2000, the Design Division conducted training in every district on the design, construction and maintenance of accessible elements. The department also continued to include accessible pedestrian features when alterations were performed. As an example, 210 projects let from January 2000 through May 2001 contained over \$44,696,962 in pedestrian elements, which included substantial ADA improvements.

In February 2001, the Department began revising the standard details to include some of the recommendations contained in the PROWAAC report presented to the Access Board the prior month. Due to the extensive coordination that is necessary with the Texas Department of Licensing and Regulation to meet state accessibility requirements, the updated standard was not issued until March 2002. This current standard detail (PED-02) contains substantial improvements to accessibility that go beyond the minimum requirements of ADAAG and has been included on all TxDOT projects since August 2002.

## **Reason for the revision and update**

The Texas Department of Transportation has a long history of being committed to providing for the safety, reliability and accessibility of the public the agency serves. The people of Texas have come to expect the best highway system in the United States from this agency and should be able to now expect the best transportation system for all of our citizens. The Texas Department of Transportation is proud to be a part of changes and progress that can unite, serve and further the safe and efficient movement of goods, services and people that ensure everyone is included.

As the department has gained an understanding of the requirements under the ADA, we have made every effort to achieve compliance. Understanding was greatly enhanced by participation in the work of the PROWAAC committee. The person nominated to that committee work was in a unique position within TxDOT's Design Division to incorporate the advances suggested by the committee into the work of the Department.

In 2001, the Department reinstated the ADA committee in order to review and revise the working document entitled, "1993 Self Evaluation and Guide" and to identify the current needs of the Department. The law is well established and the requirements of the act have become an every day reality. The decision was made that now is the best time to review and make more ambitious plans for the future. The committee reviewed the previous self evaluation and guide and it was decided that the 1993 guide was in need of revision and update.

Notations throughout the document cite the reference of PL 101-336 and 29 CFR part 1630 or the Equal Employment Opportunity Commission Regulations for Title I employment and 28 CFR Part 35 of the Department of Justice Title II Regulation for State and Local Government Services.

The Maintenance Division has possession of project files for construction of ADA modifications to buildings and facilities made following the 1993 guide. Districts have records of the projects built in the initial curb ramp program and as-built plans for projects built using the RAMP and PED standard detail sheets. Each division is responsible for implementation of this revised plan as outlined in the following chart.

## Offices of Primary Responsibility for implementation of plan

| Date Due                 | Action Div.                                 | Item   |
|--------------------------|---|--|
| 02/04                    | Admin.                                      | Designate:<br>BRG - Bridge design issues<br>CST - Construction issues<br>DES - Roadway and landscape design issues<br>GSD - Building operation issues<br>HRD - Human Resources issues<br>MNT - Maintenance and facility management issues<br>OCR - Office of Coordination for ADA<br>PIO - Provision of public documents in accessible format<br>PTN - Public transportation issues<br>TRF - Traffic Engineering issues<br>TRV - Travel information literature |
| Continuously             | Admin.                                      | Ensure integration of ADA compliance in policy such as conference planning, meeting facilities, public notices   |
| 03/04                    | OCR   | Ensure the new self-evaluation/transition plan is sent to Texas Register for comment   |
| 04/04                    | OCR   | Ensure all comments are documented and any changes are incorporated into the plan  |
| 08/03                    | DES   | Complete curb ramp inventory   |
| 06/04                    | Admin.                                      | Develop a work program with dedicated money  |
| Annually Beginning 03/04 | OCR/HRD<br>MNT<br><br>DES<br>CST<br><br>GSD | Develop/Continue training in Districts:<br>Employment Law - HRO<br>Buildings, rest stops and picnic areas - Building Managers and designers<br>Right of Way and facility maintenance – Maintenance supervisors<br>Plan Design - Designers, Consultants<br>Inspection - Construction Inspectors, Managers and Contractors<br>Building operations – building managers responsible for daily maintenance of accessible features                                   |
| Continuously             | all divisions                               | Sharing of best practices between Districts  |
| Annually Beginning 06/04 | MNT   | Scheduling maintenance of pedestrian features on routine cycle   |
| Annually Beginning 11/04 | OCR   | Review progress and include in the annual FHWA EEO update report   |
| 12/04                    | DES   | Complete curb ramp project prioritization and develop program draft  |

The plan and the attachments will be maintained on file and made available for public inspection. The Office of Civil Rights will be the office of record for maintaining the plan and the plan will be incorporated into the annual EEO update document provided in November of each year to the FHWA. Sect 35.105(c)

## **Title I - Employment**

By reference, the Texas Department of Transportation Human Resources Manual is incorporated as a part of this plan, specifically Chapter 2 Leave Practices and Chapter 11 Accommodating Employee Needs. Contact the Human Resources Division for additional information.

All TxDOT employment policies have been reviewed and continue to be written to ensure that they are nondiscriminatory to applicants and employees with disabilities. None of the employment practices or policies has the effect of limiting, segregating or classifying job applicants or employees in ways that adversely affect their opportunities or status because of a disability. All contracts contain language notifying the contractor that we are an equal employment opportunity agency and require the contractor to follow the requirement of all equal employment laws, both state and federal. Sect 102(a & b(1-2)) / Sect 1630.4-6

All standards for hiring and evaluation are related to the specific duties of the job. The department relies on grievances to ensure that no one is subjected to discriminatory treatment because they have friends, associates or family members with a disability. Sect 102(b(3-4)) / Sect 1630.7-8

The department provides employees with a formal grievance process for resolving workplace issues. Employees are required to attempt informal resolution by first discussing their concern with their immediate supervisor and submitting their concern in writing to the district engineer/division director/office director prior to filing a grievance except for sexual harassment, retaliation, or whistleblower retaliation grievances. Employees may request facilitated discussion or mediation before filing a grievance. If conflict resolution is not successful, employees may file a grievance with the Office of Civil Rights. The grievances policy can be found in the Human Resources Manual Chapter 9, Section 3. External applicants may file complaints with the Texas Commission on Human Rights.

The Employee Relations Section of the Human Resources Division of TxDOT provides expert counsel and review to all managers and employees concerning a request for reasonable accommodation. Policy has been implemented that specifies the decision-making process for identifying, arranging for and/or paying for and determining undue hardship for reasonable accommodation. This procedure allows and requires decisions concerning undue hardship to be well documented. Sect 102(b)(5) / Sect 1630.9

The Classification Section of the Human Resources Division of TxDOT continuously reviews job requirements listed on job descriptions, employment tests and selection criteria to be sure that no criteria are included that would discriminate against an individual with a disability unless such criteria are job-related and consistent with business necessity. The Human Resources Officers in Districts and Divisions do a further review as jobs are posted. Sect 102(b)(6) / Sect 1630.10

Building facility locations utilized for hiring purposes were modified for ADA compliance as part of TxDOT's priority one construction program. At the present time, all locations open to the public are wheelchair accessible. All new construction is required to undergo review for accessibility standards. All employment tests including performance, medical, drugs and psychological tests are selected and administered in a way to ensure that test results accurately reflect the skills or aptitude necessary to perform the critical element(s) of the job. In accordance with the Human Resources Manual, when a hiring supervisor informs an applicant that he/she has been selected for an interview, the interviewee should be asked, "if you need an accommodation to successfully complete this interview please let me know." Sect 102(b)(7) / Sect 1630.11

TxDOT employment application forms do not contain questions as to whether an applicant is an individual with a disability. All medical exams and pre-employment inquiries are done after a conditional offer of employment has been made. Sect 102(c) / Sect 1630.13

All TxDOT jobs are offered conditionally based upon the job applicant's satisfactory completion of a medical examination. The policy conforms to the requirements that the examination be job-related and that information obtained regarding the medical condition or history of any employee is collected and maintained on separate forms and in separate medical files and treated as a confidential medical record. Personnel policies and practices are in accordance with the law concerning recovering alcohol or drug abusers. Sect 102(c) / Sect 1630.14-16

Employee training has been an ongoing requirement at TxDOT since the 1993 guide. In 1996, a new module was incorporated into TxDOT's New Employee Orientation (NEO) course. This course is required training for all new employees of the agency. Since that time, a new course provided for all human resources professionals, the Human Resources Administrator course, has a section dedicated to the ADA and specifically the agency policies concerning the ADA. ADA training for supervisors and employees is offered as needed or requested and includes areas such as performance problems and hidden disabilities. The Office of Civil Rights has developed a discussion module titled Accommodation which covers the law and ensures that participants know how and where to get further information as needed.

Equal Employment Opportunity notices are posted and someone is available for assistance on an as-needed basis. Recruiting materials are available in alternative formats as requested and recruiters are always available to read, explain and provide any additional assistance needed. The Employment Offices are fully accessible (automatic doors, close to elevators). TTY is available and large-screen computers are becoming more available. The TTY phone number for the Human Resources Division is (512) 416-2977.

All employment policies of the Texas Department of Transportation are periodically reviewed under statute by the Texas Commission on Human Rights (TCHR). Not only are they in full compliance with the EEOC guidelines, but many of our practices have been identified as "best practices" by the TCHR.

Awareness and technology have progressed since the last ADA self evaluation and guide in 1993 and many problems have been overcome. Not only are reasonable accommodations taken as normal and natural requests by employees, but the accommodations are now more flexible and less invasive for both the employee and management. The Internet has made large strides in getting information to people who would otherwise have had difficulty either with mobility or visual acuity.

## **Title II - Public Services**

The first self evaluation and guide was completed in January 1993. That evaluation and the resulting activity were concentrated in the area of public facilities and central to that was the area used most often by the public: rest areas, district offices and employee needs. All needed activities identified in that 1993 guide have been completed. Sect 35.105(a)

Providing an opportunity to interested persons, including individuals with disabilities, to participate in the self-evaluation process by submitting comments, was identified as a needed action in the 1993 guide. At that time, the Texas Governor's Committee on People with Disabilities, which included people with many types of disabilities, was very active in publicizing and consulting with TxDOT concerning comments from the public and guidance on the requirements of the law. Since that time, TxDOT has been active through its representation on the Public Rights of Way Access Advisory Committee (PROWAAC) created by the U.S. Access Board. That committee has provided this agency with a focused look at requirements specific for public rights of way for inclusion in the ADA Accessibility Guidelines (ADAAG) from people with broad disability experience, both personal and professional. **Attachment 1** is an updated list of resource organizations that can be contacted for information and assistance. Sect 35.105(b)

Written materials, as necessary and possible, are furnished in alternate formats on request. All job notices and contracts have non-discrimination notices incorporated. If requested, TxDOT will provide documents in alternate formats. Sect 35.106

The Director of the Office of Civil Rights is designated as TxDOT's Civil Rights Coordinator. The Office is responsible for investigating complaints and overall compliance with the American's with Disabilities Act.

Contact information: Texas Department of Transportation  
125 E. 11th  
Austin, TX 78701-2483  
(512) 475-3117

The divisions responsible for ADA compliance within TxDOT act in concert to address agency actions in accordance with the ADA. Internal requests and complaints come directly to the Office of Civil Rights while external complaints are received through the agency ombudsman located in the Public Information Office. Sect 35.107(a)

The ombudsman provides information directing the public to make external complaints by writing any TxDOT business office. Electronic complaints can be sent to the TxDOT website at: [www.dot.state.tx.us](http://www.dot.state.tx.us). Oral complaints can be made by contacting any TxDOT business office in person or by telephone. The department provides a toll free number 1-800-55TxDOT (1-800-558-9368) for the public to use when making a complaint. "Relay Texas" is a service that allows communications to and from people with hearing impairments. Complainants with hearing impairments can access Relay Texas by dialing 1-800-735-2988 or by dialing 711.

In addition to the broad coverage listed above, each building manager and building maintenance employees are responsible for their respective District and Headquarters facilities and the maintenance of those facilities. A complete list of contacts in each District knowledgeable about specific requirements on the ADA is found in **Attachment 2** to this plan. Each District has more than one person who deals with different aspects of the law and monitors compliance. Sect 35.107(a)

The policy, procedures, contracts, standards, criteria and methods of administration established by the Texas Department of Transportation do not have the effect of subjecting qualified individuals with disabilities to discrimination on the basis of disability. When requested, reasonable modifications are made to policies, practices or procedures when such modifications are necessary to offer services to individuals with disabilities, unless doing so would fundamentally alter the services. No individual with a disability is required to accept an accommodation, aid, service, opportunity or benefit, designed to provide the individual with an equal opportunity to participate, when the individual chooses not to accept. The department does not impose a surcharge for disabled license

plates. Disabled placards, which grant people with disabilities or those transporting them the privilege of parking in reserved parking spaces, are available for a fee of \$5.

When determining the site or location of a facility, a review is undertaken to determine the best possible site that will accomplish the objectives of the service, program or activity for everyone, including individuals with disabilities. In the contract procurement process, selection criteria are used that do not subject qualified individuals with disabilities to discrimination. Sect 35.130

Building managers and building maintenance employees are responsible for the maintenance of features and equipment that are required to be readily accessible to and usable by individuals with disabilities. Sect 35.133

All building facilities have been modified and programs, services or activities have been relocated to ensure facilities are readily accessible to and useable by individuals with disabilities. Sec 35.150(a-c)

After internal review of this transition plan, the plan will be sent to the Texas Register for public comment. Comments will be reviewed and any necessary changes made to the plan. SEC 35.150(d)

## **Picnic Areas**

An initial survey of the districts identified 822 picnic areas, including those located in parks with historical significance. All of TxDOT's picnic areas were upgraded in 1994 and 1995 to meet ADA requirements at that time. Approximately two-thirds were upgraded in fiscal year 1994 and one-third in fiscal year 1995. The design standards used for the upgrade are given in Memorandum from the Maintenance Division (D-18M) dated January 8, 1993.

### Picnic Area Upgrades

|                  |                  |             |
|------------------|------------------|-------------|
| <u>Districts</u> | <u>#Complete</u> | <u>Cost</u> |
| 25               | 804              | \$2,264,850 |

### Picnic Area Upgrades (Historical Significance)

|                  |                  |             |
|------------------|------------------|-------------|
| <u>Districts</u> | <u>#Complete</u> | <u>Cost</u> |
| 10               | 18               | \$27,000    |

## **Rights of Way**

The Texas Department of Transportation Curb Ramp Inventory as it becomes available is incorporated as a part of this plan. Contact the TxDOT Design Division for additional information.

In 2001 the Department recognized the need to revise the Self-Evaluation and Guide, especially with respect to work within the public rights of way. An extremely ambitious project of inventorying all intersections on the state highway system was undertaken to determine what curb ramp needs remained. The inventory was initiated in May 2001 and data collection is now complete. As of May 31, 2003, information on 121,140 corners had been entered into the master database.

A one-page inventory form was developed to record data for each corner on the state highway system. Locations with no curb, sidewalk, pedestrian path, striped crosswalk or pedestrian activated signals were omitted. These were primarily rural locations. Training was held for staff responsible for completing these forms. Most of the data collection was completed during the second half of 2001 and first half of 2002.

The implementation of curb ramp improvements identified with this inventory will be accomplished in several ways. First, curb ramps are already being constructed in conjunction with roadway resurfacing projects if a barrier exists to a sidewalk or path. Secondly, curb ramps are already being installed or upgraded as an integral part of roadway rehabilitation and reconstruction projects. In addition, if signals are installed that include pedestrian signals or crosswalk striping, then curb ramps are installed if a curb is present and access to the pedestrian activation device is provided.

Curb ramps included in projects under construction or recently constructed using the RAMP or PED detail sheets, as well as locations included within the limits of a project already scheduled for construction letting in FY2004 – FY2009 will be identified by the districts and extracted from the inventory data before the remaining locations are prioritized. Remaining locations will be prioritized as shown below and grouped geographically into reasonably sized projects for contracting efficiency and cost effectiveness. The initial prioritization plan shown below may be further refined after examining the data and obtaining additional input. Specific curb ramp projects will be prioritized and a draft program developed by December 31, 2004, for implementation in FY2005 and beyond. At that time, the department plans to amend this plan to include cost and schedule information for implementation of the plan in each district. By February 1 of each year, the department will submit to the FHWA, an annual progress report.

### Initial prioritization plan

| Priority | Criteria  |
|----------|---|
| 1A       | Existing curb ramp with running slope >12% AND Location near hospital, school, transit stop, govt. bldg, etc.   |
| 1B       | No curb ramp where sidewalk or ped. path exists AND Location near hospital, school, transit stop, govt. bldg, etc.  |
| 2A       | Existing curb ramp with running slope >12% (NOT located near hospital, etc.)  |
| 2B       | No curb ramp where sidewalk or ped. path exists (NOT located near hospital, etc.)   |
| 3        | No curb ramp and striped crosswalk exists   |
| 4        | One curb ramp per corner and another is needed to serve the other crossing direction  |
| 5A       | Existing curb ramp with either running slope >1:12 or insufficient landing  |
| 5B       | Existing curb ramp with obstructions in the ramp or landing   |
| 5C       | Existing curb ramp with any of the following conditions:<br>a) cross slope >3%<br>b) width < 36 inches<br>c) no flush transition, OR<br>Median/island crossings that are inaccessible |
| 5D       | Existing curb ramp with returned curbs where pedestrian travel across the curb is not protected   |
| 5E       | Existing diagonal curb ramp without the 48" extension in the crosswalk  |
| 5F       | Existing curb ramp without truncated dome texture contrast OR without color contrast  |
| 6        | Pedestrian push button is not accessible from the sidewalk and/or ramp  |

Additional needs identified by the public will be addressed on a case-by-case basis to provide program accessibility to the pedestrian network. Valid complaints will be addressed at the earliest possible date.

### Communications

Much of our information on communication was covered in the previous sections. Primary consideration to what type of auxiliary aid and/or service is necessary is determined by requests from the individuals with disabilities. Interpreters are hired as requested or as need is identified. TxDOT is especially proud of an elaborate system of keeping the public informed of road conditions and major traffic problems. Sect 35.160

TxDOT's Travel Division provides services for visitors with visual disabilities or hearing impairments. First, audiotape versions of the Texas State Travel Guide and the Texas Public Campgrounds Guide are available at all 12 Travel Information Centers (TICs), located throughout the state, for people with visual disabilities. Also, big-screen monitors in every TIC display travel information to assist those travelers with visual disabilities. The monitors display closed-

captioning for the hearing-impaired as well. In addition, the Travel Division offers a toll-free TDD telephone number, 1-800-687-5288, so people who are deaf and hearing-impaired can communicate with a travel counselor and receive current information on road conditions, etc. This toll-free TDD number is also published in the Texas State Travel Guide, Texas Official Travel Map and the Texas Events Calendar.

The state of Texas also has a very accessible and successful service, Relay Texas. Relay Texas has been in service since approximately 1992. The service allows communication to and from people with hearing impairments and can be accessed by dialing 1-800-735-2988 or dialing 711. Sect 35.161

Computers are more available than ever before and are used often by employees and customers for communication. As mentioned before, the TxDOT presence on the web allows people with disabilities to receive information without leaving home, if they choose.

Signage was included as part of the building facilities compliance program in the 1993 Self-Evaluation and Guide. All new construction or leased space must now include signs with information about accessible facilities in the building. Sect 35.162

TxDOT is fully involved in e-commerce of all kinds and is moving toward ensuring that we conform to best practices in using this new technology as a positive tool for ADA compliance. Since the adoption of web guidelines on ADA accessibility in December 1997, TxDOT has worked to ensure that newly published Internet documents are accessible to all customers. Older websites are updated as identified. Customers use such technologies as screen readers, Braille printers and voice synthesizers to access web pages. By using ADA web checkers and tools, TxDOT makes every reasonable effort to ensure ADA compliance.

## **Public Transportation**

As the administering agency for Federal Transit Administration grant programs for public transportation, TxDOT is required to ensure that subrecipients comply with the Americans with Disabilities Act. Specific transit-related aspects of the ADA fall into two distinct categories: (1) ensuring that transit services are designed to allow access by individuals with disabilities and (2) ensuring that transit vehicles purchased with federal funds meet the accessibility standards of the ADA.

With respect to the first function, the Public Transportation Division (PTN) has developed tools for TxDOT district staff to monitor ADA compliance as part of their comprehensive grant oversight. This includes checking to be sure the telephone reservation system is accessible to all, that schedulers capture necessary passenger information to ensure that the person's trip needs can be fully accommodated, that ADA trip requests are not denied at a higher rate than other trip requests, that system advertising is produced in a variety of formats, etc.

With respect to vehicle purchases, PTN maintains a full array of vehicle specifications – all of which meet the accessibility standards of the ADA. TxDOT has, in fact, gone a step beyond by requiring all vehicles to be accessible – with waivers granted on a case-by-case basis. TxDOT's position is due to concerns that the overall state fleet currently includes a high percentage of non-accessible vehicles. Until that percentage is reduced, TxDOT will continue to apply more stringent standards.

# **Attachment 1**

## **Employment Compliance**

### **Texas Commission on Human Rights**

P.O. Box 13006  
Capitol Station  
Austin, Texas 78711  
<http://tchr.state.tx.us/index.html>

Physical address:  
6330 Hwy. 290 E.  
Suite 250  
Austin, Texas 78723

### **Equal Employment Opportunity Commission**

El Paso Area Office  
300 E. Main  
El Paso, Texas  
915-534-6700  
<http://eeoc.gov/elpaso/index.html>

Dallas District Office  
207 S. Houston 3rd Floor  
Dallas, Texas 75247  
214-655-3355  
<http://eeoc.gov/dallas/index.html>

Houston District Office  
1919 5th Street, 7th Floor  
Houston, Texas 77002  
713-209-3320  
<http://eeoc.gov/houston/index.html>

San Antonio District Office  
410 Fredricksburg Rd., Suite 200  
San Antonio, Texas 78229  
210-281-7600  
<http://eeoc.gov/sanantonio/index.html>

## **Accommodation Compliance**

### **U.S. Department of Justice**

Civil Rights Division  
Coordination and Review Section  
P.O. Box 66118  
Washington, DC 20035-6118  
[www.usdoj.gov](http://www.usdoj.gov)

## **General Information & Assistance**

### **Architectural and Transportation Barriers Compliance Board**

800-872-2253 Voice and TTY  
[www.access-board.gov](http://www.access-board.gov)

### **Texas Governor's Committee on People with Disabilities**

P.O. Box 12428  
Austin, Texas 78711  
512-463-5739  
512-483-4387

### **Texas Rehabilitation Commission**

Office of External Affairs  
4900 N. Lamar  
Austin, Texas 78751-2316  
512-424-4773  
<http://www.rehab.state.tx.us/>

### **RELAY TEXAS**

800-735-2988  
Dial 711

### **Texas Commission for the Blind**

4800 N. Lamar  
Austin, Texas  
512-377-0500  
<http://www.tcb.state.tx.us/>

### **Texas Commission for the Deaf and Hearing Impaired**

4800 N. Lamar  
Austin, Texas  
512-407-3250  
<http://www.tcdhh.state.tx.us/>

### **Developmental Disabilities Council**

4900 N. Lamar  
Austin, Texas  
512-424-4080  
<http://www.txddc.state.tx.us/>

### **Dept. on Aging**

17th & Congress  
512-463-7476  
<http://www.tdoa.state.tx.us/>

### **Texas Dept. of Licensing & Regulation**

P.O. Box 12157  
Austin, TX 78711  
512-463-6599  
800-803-9202 (in Texas)  
[www.license.state.tx.us](http://www.license.state.tx.us)

# **Attachment 2**

### American with Disabilities Act- ADA / District's Points-of-Contact

| DISTRICT  | NAME              | TITLE                    | ADA Duties                  | Phone#       |
|-----------|-------------------|--------------------------|-----------------------------|--------------|
| Abilene   | Tim Powers        | DOA                      | Employment                  | 915/676 6809 |
|           | Brian Crawford    | Dir. of Maint.           | External Design & Barriers  | 915/676 6803 |
|           | Brian Crawford    | Dir. of Maint.           | Internal Barrier Compliance | 915/676 6803 |
| Amarillo  | Danny Massie      | DOA                      | Employment                  | 806/356 3210 |
|           | Kenneth Petr      | Dir Trans Plng & Devlpmt | External Design & Barriers  | 806/356 3202 |
|           | Johnny Richardson | Facilities Supvr.        | Internal Barrier Compliance | 806/356 3282 |
| Atlanta   | AL Gomez          | DOA                      | Employment                  | 903/799 1250 |
|           | Dennis Beckham    | Dir Trans Plng & Devlpmt | External Design & Barriers  | 903/799 1222 |
|           | AL Gomez          | DOA                      | Internal Barrier Compliance | 903/799 1250 |
| Austin    | Esther Gottwald   | HRO                      | Employment                  | 512/832-7095 |
|           | Wayne Rehnborg    | Maint. Engr. Supvr. III  | External Design & Barriers  | 512/832-7019 |
|           | Wayne Rehnborg    | Maint. Engr. Supvr. III  | Internal Barrier Compliance | 512/832-7019 |
| Beaumont  | Cheryl Horn       | HRO                      | Employment                  | 409/898 5710 |
|           | John Ritter       | Design Engr              | External Design & Barriers  | 409/898 5742 |
|           | Mike Medley       | Bldg Maint. Supvr.       | Internal Barrier Compliance | 409/898 5733 |
| Brownwood | Kay Joffrion      | HRO                      | Employment                  | 915/643 0423 |

**American with Disabilities Act- ADA / District's Points-of-Contact**

| <b>DISTRICT</b> | <b>NAME</b>       | <b>TITLE</b>          | <b>ADA Duties</b>           | <b>Phone#</b> |
|-----------------|-------------------|-----------------------|-----------------------------|---------------|
|                 | Elias Rmeili      | Design Engr Suprv –IV | External Design & Barriers  | 915/643 0441  |
|                 | Mark Bradshaw     | DOA                   | Internal Barrier Compliance | 915/643 0414  |
|                 |                   |                       |                             |               |
| Bryan           | Bonnie Loehr      | DOA                   | Employment                  | 979/778 9771  |
|                 | Maury Jacob       | Landscape Architect   | External Design & Barriers  | 979/778 9798  |
|                 | Bonnie Loehr      | DOA                   | Internal Barrier Compliance | 979/778 9771  |
|                 |                   |                       |                             |               |
| Childress       | Donna Lively      | HRO                   | Employment                  | 940/937-7182  |
|                 | Marty Smith       | Dir. of TP& D         | External Design & Barriers  | 940/937-7250  |
|                 | Terry Keener      | Dir. of Operations    | Internal Barrier Compliance | 940/937-7147  |
|                 |                   |                       |                             |               |
| Corpus Christi  | Ella Mason        | HRO                   | Employment                  | 361/808 2243  |
|                 | Mario Garza       | Dir. of Construction  | External Design & Barriers  | 361/808 2223  |
|                 | Victor Pinon      | Dir. of Maint.        | Internal Barrier Compliance | 361/808 2224  |
|                 |                   |                       |                             |               |
| Dallas          | Deborah Jackson   | HRO                   | Employment                  | 972/320-6137  |
|                 | Tommy John        | Architect I           | External Design & Barriers  | 972/320-6635  |
|                 | Tommy John        | Architect I           | Internal Barrier Compliance | 972/320-6635  |
|                 |                   |                       |                             |               |
| El Paso         | Barbara Brown     | HRO                   | Employment                  | 915/790-4282  |
|                 | Roberto M. Tejada | Dir. of Maint.        | External Design & Barriers  | 915/790-4319  |

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| <b>DISTRICT</b> | <b>NAME</b>        | <b>TITLE</b>          | <b>ADA Duties</b>           | <b>Phone#</b>  |
|-----------------|--------------------|-----------------------|-----------------------------|----------------|
|                 | Jessie L. Dycus    | Facilities Supvr III  | Internal Barrier Compliance | 915/790-4218   |
|                 |                    |                       |                             |                |
| Fort Worth      | Lewis L. Seales    | HRO                   | Employment                  | 817/370 6508   |
|                 | Gary McCoy         | Architect I           | External Design & Barriers  | 817/370 6529   |
|                 | Gary McCoy         | Architect I           | Internal Barrier Compliance | 817/370 6529   |
|                 |                    |                       |                             |                |
| Houston         | Julian Budny       | DOA                   | Employment                  | 713/802 5021   |
|                 | James W. Koch      | Dir. of Design        | External Design & Barriers  | 713/802 5611   |
|                 | Michael W. Alford  | Dir. of Maint.        | Internal Barrier Compliance | 713/802 5551   |
|                 |                    |                       |                             |                |
| Laredo          | Alma L. Fermín     | HRO                   | Employment                  | (956) 712-7425 |
|                 | Priscilla G. Reyna | Design Technician III | External Design & Barriers  | (956) 712-7421 |
|                 | Danny Magee        | Dir. of Operations    | Internal Barrier Compliance | (956) 712-7443 |
|                 |                    |                       |                             |                |
| Lubbock         | Shelby S. Peoples  | HRO                   | Employment                  | 806/748 4439   |
|                 | Norman T. Moore    | Dir. of Maint.        | External Design & Barriers  | 806/748 4432   |
|                 | Norman T. Moore    | Dir. of Maint.        | Internal Barrier Compliance | 806/748 4432   |
|                 |                    |                       |                             |                |
| Lufkin          | Jim Athey          | DOA                   | Employment                  | 936/633 4315   |
|                 | Harry Thompson     | Dir. of TP&D          | External Design & Barriers  | 936/633 4349   |
|                 | John Travis Corbin | Bldg Maint. Supvr III | Internal Barrier Compliance | 936/633 4313   |
|                 |                    |                       |                             |                |
| Odessa          | Melissa Yates      | HRO                   | Employment                  | 915/498 4727   |

### American with Disabilities Act- ADA / District's Points-of-Contact

| DISTRICT    | NAME                | TITLE                     | ADA Duties                  | Phone#        |
|-------------|---------------------|---------------------------|-----------------------------|---------------|
|             | Gary Law            | Dir. Trans Plng & Devlpmt | External Design & Barriers  | 915/332-0501  |
|             | Arnulfo Valdez      | Maint. Supvr V            | Internal Barrier Compliance | 915/332-0501  |
|             |                     |                           |                             |               |
| Paris       | Eva N. Flenniken    | HRO                       | Employment                  | 903/737-9210  |
|             | Jerry E. Keisler    | Dir. of Trans Operations  | External Design & Barriers  | 903/737-9251  |
|             | J. B. Hutchison Jr. | Dir. of Maint.            | Internal Barrier Compliance | 903/737-9248  |
|             |                     |                           |                             |               |
| Pharr       | Danny Espinoza      | DOA                       | Employment                  | 956/702 6126  |
|             | Arnoldo Cortez      | Area Engr                 | External Design & Barriers  | 956/399 5102  |
|             | Danny Espinoza      | DOA                       | Internal Barrier Compliance | 956/702 6126  |
|             |                     |                           |                             |               |
| San Angelo  | Ronald L. Piri      | DOA                       | Employment                  | 915/947 9220  |
|             | John R. DeWitt, Jr. | Dir. Trans Plng & Devlpmt | External Design & Barriers  | 915/947 9265  |
|             | Dennis W. Wilde     | Dir. of Operations        | Internal Barrier Compliance | 915/947 9210  |
|             |                     |                           |                             |               |
| San Antonio | Schelly Radcliff    | HRO                       | Employment                  | 210/615 5345  |
|             | Gilbert Gavia       | Design Engr               | External Design & Barriers  | 210/615 5881  |
|             | John Bohuslav       | Dir of Maint.             | Internal Barrier Compliance | 210/615 5856  |
|             |                     |                           |                             |               |
| Tyler       | Rose Aune           | HRO                       | Employment                  | 903-510-9218  |
|             | Mike Battles        | Engineer Supvr            | External Design & Barriers  | 903-510-924 1 |
|             | Jerry Frick         | Facilities Supvr          | Internal Barrier Compliance | 903-510-9228  |
|             |                     |                           |                             |               |

**American with Disabilities Act- ADA / District's Points-of-Contact**

| <b>DISTRICT</b> | <b>NAME</b>       | <b>TITLE</b>              | <b>ADA Duties</b>           | <b>Phone#</b> |
|-----------------|-------------------|---------------------------|-----------------------------|---------------|
| Waco            | Julie Durham      | HRO                       | Employment                  | 254/867-2857  |
|                 | Betsy Pittman     | Landscape Archt. Assist.  | External Design & Barriers  | 254/867-8726  |
|                 | Ricky Pierce      | Facilities Supvr II       | Internal Barrier Compliance | 254/867-2792  |
| Wichita Falls   | Ted E. Gregg      | HRO                       | Employment                  | 940/720 7703  |
|                 | John A. Barton    | Dir. Trans Plng & Devlpmt | External Design & Barriers  | 940/7207740   |
|                 | Walter T. Hertel  | Dir. of Operations        | Internal Barrier Compliance | 940/7207721   |
| Yoakum          | Maynard J. Wagner | DOA                       | Employment                  | 361/293-4350  |
|                 | Paul D. Frerich   | Dir. of Operations        | External Design & Barriers  | 361/293-4356  |
|                 | Paul D. Frerich   | Dir. of Operations        | Internal Barrier Compliance | 361/293-4356  |