

**West Alabama Regional Commission**

# **Non-Discrimination and Civil Rights Plan**



# West Alabama Regional Commission

## Non-Discrimination and Civil Rights Plan

This document is posted at  
<https://www.warc.info/>

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Prepared by the West Alabama Regional Commission (WARC)

Date adopted: September 28, 2023

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**RESOLUTION**

**Adopting the  
West Alabama Regional Commission Non-Discrimination  
and Civil Rights Plan**

**WHEREAS**, for the purpose of prohibiting certain types of discrimination, certain Federal civil rights laws apply to entities that receive Federal funding; and

**WHEREAS**, the West Alabama Regional Commission receives Federal funding to carry out various programs and services; and

**WHEREAS**, the staff of the West Alabama Regional Commission has developed the Non-Discrimination and Civil Rights Plan to document how the Commission will comply with Federal civil rights laws; now

**THEREFORE, BE IT RESOLVED** by the Board of Directors of the West Alabama Regional Commission adopt the Non-Discrimination and Civil Rights Plan.

Adopted this 28th day of September, 2023.

  
Stanley Allred, Chairman

ATTEST:

  
Dennis Stripling, Executive Director

Prepared by the West Alabama Regional Commission  
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## **1.0 Introduction**

The purpose of this program is to describe how the West Alabama Regional Commission ensures compliance with certain Federal civil rights laws that apply to entities that receive Federal funding. These laws include: (1) Title VI of the Civil Rights Act of 1964, 42 United States Code (U.S.C.) §§ 2000d, et seq., and its implementing regulations at 45 Code of Federal Regulations (C.F.R.) Part 80 (Title VI); (2) Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §§ 794, et seq., and its implementing regulations at 45 C.F.R. Part 84 (Section 504); (3) the Age Discrimination Act of 1975, 42 U.S.C. §§ 6101, et seq., and its implementing regulations at 45 C.F.R. Part 91 (Age Discrimination Act); and (4) Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681, et seq., and its implementing regulations at 45 C.F.R. Part 86 (Title IX).

WARC Programs are typically part of state or local governments. As such, they must comply with Title II of the Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12131, et seq., and its implementing regulations at 28 C.F.R. Part 35 (ADA), which apply to State and local governments.

All of these Federal civil rights laws prohibit certain types of discrimination. Title VI prohibits discrimination on the basis of race, color, or national origin. Section 504 and the ADA prohibit discrimination on the basis of disability. The Age Discrimination Act prohibits discrimination on the basis of age. Title IX prohibits discrimination on the basis of sex (including pregnancy, sexual orientation, and gender identity).

## **2.0 Civil Rights Notice**

The WARC is required to maintain a civil rights notice. The notice explains civil rights and informs the public that the WARC complies with the requirements of federal civil rights laws. The WARC Civil Rights Notice is included as Supplemental Item 1. The Notice is posted in the lobby of the West Alabama Regional Commission (WARC), next to the reception desk. The WARC staff is housed at WARC. In addition, the notice can be found in the [Non-discrimination and Civil Rights](#) section located in the dropdown list under the ABOUT tab on the WARC website <https://www.warc.info/non-discrimination>.

## **3.0 Title VI Complaint Procedure and Form**

The WARC developed a Civil Rights Complaint Procedure that explains how to file a complaint against the WARC. The procedure includes a Complaint Form, that when completed, will provide the information necessary to conduct an initial investigation into the complaint. The procedure and form are included as Supplemental Item 2.

## **4.0 Title VI Investigations, Complaints, or Lawsuits Filed**

The WARC is required to keep a record of Civil Rights investigations, complaints, and lawsuits filed against the WARC. The WARC developed a spreadsheet to track these items if ever needed. The spreadsheet is included as Supplemental Item 3.

## **5.0 Limited English Proficiency Plan**

The WARC developed a Limited English Proficiency LEP Plan based on Title VI requirements. The LEP Plan details how the WARC will work with limited English proficiency people who receive services or want to

be involved in WARC planning processes or activities. The WARC LEP Plan is included as Supplemental Item 4.

## **6.0 Americans with Disabilities Act Plan**

The WARC maintains an Americans with Disabilities Act Plan. The plan, which includes a grievance procedure and transition plan, is included as Supplemental Item 5. The locations of all WARC public meetings or activities shall be made accessible to persons with disabilities. WARC shall provide a sign language interpreter whenever the Coordinator is notified in advance that one or more deaf persons will be in attendance. WARC shall provide a qualified reader whenever the Coordinator is notified in advance that one or more visually impaired persons will be in attendance. Additionally, the WARC shall provide reasonable accommodations whenever the Coordinator is notified in advance that one or more persons with mobility or developmental disabilities will be in attendance.

## **7.0 Demographic Profile**

The West Alabama Commission includes seven counties in west Alabama (Bibb, Fayette, Greene, Hale, Lamar, Pickens and Tuscaloosa). Based on the U.S. Census 2021 5-year Estimate, this area has a population of 318,56. Of this number, 117,655 ( 36.9%) are minorities. African Americans represent 88% of the minority population. Asian Americans and Native Americans represent 3.8% of the minority total. Latino Americans, from any race, make up 3.4% of the population.

# **Supplemental Item 1**

# Non-Discrimination Civil Rights Notice

## Notifying the Public of Federal Civil Rights West Alabama Regional Commission

- The WARC operates its programs and services without regard to race, color, national origin, sex, age, or disability in accordance with Title VI of the Civil Rights Act. Title VI prohibits discrimination on the basis of race, color, or national origin. Section 504 and the ADA prohibit discrimination on the basis of disability. The Age Discrimination Act prohibits discrimination on the basis of age. Title IX prohibits discrimination on the basis of sex (including pregnancy, sexual orientation, and gender identity). Any person who believes she or he has been aggrieved by any unlawful discriminatory practice may file a complaint with the WARC.
- For more information on the WARC civil rights program, and the procedures to file a complaint, contact 205-333-2990, extension 218; email [dennis.stripling@westal.org](mailto:dennis.stripling@westal.org); or visit the WARC office at 4200 Highway 69 North, Suite 1, Northport, AL. For more information, visit <https://www.warc.info/non-discrimination>.
- A complaint may also be directly filed with the Federal funding agency sponsoring WARC's program activities.
- If information is needed in another language, please write to Civil Rights Request, West Alabama WARC, P.O. Box 509, Northport, AL 35473 or e-mail [dennis.stripling@westal.org](mailto:dennis.stripling@westal.org) with the subject line "Interpreter".
  - Si se necesita información en otro idioma, por favor escriba a "Civil Rights Request", West Alabama WARC, P.O. Box 509, Northport, AL 35473 o por e-mail [dennis.stripling@westal.org](mailto:dennis.stripling@westal.org) con el asunto "Interpreter".

The WARC Civil Rights notice is posted on the West Alabama Regional Commission website at <https://www.warc.info/non-discrimination> and a bulletin board in the lobby of the West Alabama Regional Commission (4200 Highway 69 North, Suite 1, Northport, AL).



# **Supplemental Item 2**

## **Civil Rights Complaint Procedure**

### **West Alabama Regional Commission**

Any person who believes they have been discriminated against on the basis of race, color, national origin, sex, age, or disability by the West Alabama Regional Commission (WARC) may file a complaint by completing and submitting the WARC Civil Rights Complaint Form.

- The WARC investigates complaints received no more than 180 days after the alleged incident.
- The WARC will process complaints that are complete.
- Once the complaint is received, the WARC will review it to determine if they have jurisdiction.
- The complainant will receive an acknowledgement letter informing the complainant whether the complaint will be investigated by the WARC.
- The WARC has 30 days to investigate the complaint.
- If more information is needed to resolve the case, the WARC may contact the complainant.
  - The complainant has 15 business days from the date of the letter to send requested information to the investigator assigned to the case.
  - If the investigator is not contacted by the complainant or does not receive the additional information within 15 business days, the WARC can administratively close the case.
- A case can be administratively closed also if the complainant no longer wishes to pursue their case.
- After the investigator reviews the complaint, the investigator will issue one of two letters to the complainant: a closure letter or a letter of finding (LOF). A closure letter summarizes the allegations and states that there was not a Title VI violation and that the case will be closed. A letter of finding summarizes the allegations and the interviews regarding the alleged incident, and explains whether any disciplinary action, additional training of the staff member, or other action will occur.
- If the complainant wishes to appeal the decision, the complainant has 15 days after the date of the letter or the letter of finding to do so.
- A person may also file a complaint directly with the applicable Federal funder. WARC will provide the Federal funder address as part of its acknowledgement letter.

**Civil Rights Complaint Form**  
**West Alabama Regional Commission**

**Part 1**

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
Telephone (Home): \_\_\_\_\_ Telephone (Work): \_\_\_\_\_  
E-mail Address: \_\_\_\_\_  
Circle accessible format requirements: Large Print   Audio Tape   TDD   Other \_\_\_\_\_

**Part 2**

Are you filing this complaint on your own behalf?   Yes   No (Circle One)  
If you answered "Yes" to this question, go to Part 3.  
If not, please supply the name and relationship of the person for whom you are complaining:  
\_\_\_\_\_

Please explain why you have filed for a third party: \_\_\_\_\_  
\_\_\_\_\_

Have you obtained permission of the third party to file this complaint?   Yes   No (Circle One)

**Part 3**

I believe that the discrimination I experienced was based on (Circle all that apply):  
Race            Color            National Origin            Sex            Age            Disability

Date(s) of alleged discrimination (Month, day, year): \_\_\_\_\_

Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. Include the name and contact information of the person(s) who discriminated against you (if known) as well as names and contact information of any witnesses. If more space is needed, please attach addition pages. \_\_\_\_\_  
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**Part 4**

Have you previously filed a Civil Rights complaint with the WARC? Yes No (Circle One)

**Part 5**

Have you filed this complaint with any other Federal, State, or local agency, or with any Federal or State court? Yes No (Circle One)

If yes, list all agencies and courts; include the contact person, agency name, address, and telephone number.

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**Part 6**

Name of agency complaint is against: \_\_\_\_\_

Contact person: \_\_\_\_\_

Title: \_\_\_\_\_

Telephone number: \_\_\_\_\_

Please attach any written materials or other information that you think is relevant to your complaint.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Please submit this form to:

Civil Rights Complaint  
West Alabama WARC  
P.O. Box 509  
Northport, AL 35476-0509

# **Supplemental Item 3**

Complaint Tracking Sheet - Sample

	<b>Date (Month, Day, Year)</b>	<b>Summary: Include basis of complaint - race, color, or national origin (Title VI) or Age, Sex, Disability</b>	<b>Status</b>	<b>Action(s) Taken</b>
<b>Investigations</b>				
1.				
2.				
3.				
<b>Lawsuits</b>				
1.				
2.				
3.				
<b>Complaints</b>				
1.				
2.				
3.				

# **Supplemental Item 4**

# Limited English Proficiency Plan

## 1.0 Introduction

### 1.1 Purpose

The purpose of this plan is to document how the West Alabama Regional Commission integrates people with Limited English Proficiency (LEP) into its various planning processes. This plan includes an assessment of the Limited English Proficiency (LEP) population and how the WARC will address the potential needs of this population.

### 1.2 Laws and Regulations

Entities that receive federal funding must follow Section 601 of Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d. The Act states that no person shall "... on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance." To strengthen Title VI, Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, was issued on August 11, 2000. The order requires federal agencies that distribute financial assistance to non-federal entities to publish guidance detailing how the non-federal entities can provide meaningful access to LEP persons.

## 2.0 Limited English Proficiency (LEP) Assessment

The U.S. Department of Justice, in their *Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons*, published a four-factor assessment to determine if a federal funding recipient is obligated to provide LEP services. The four factors are:

- (1) The number or proportion of LEP persons served or encountered in the eligible service population
- (2) The frequency with which LEP individuals come in contact with the program
- (3) The nature and importance of the program, activity, or service provided by the program
- (4) The resources available to the recipient and costs

The Department of Justice indicated that the analysis is intended to balance meaningful access for LEP people against imposing undue burdens on small local governments.

### 2.1 The Number or Proportion of LEP Persons Served or Encountered in the Eligible Service Population

The WARC study area includes the seven counties in west Alabama (Bibb, Fayette, Greene, Hale, Lamar, Pickens and Tuscaloosa). Based on the 2021 American Community Survey, there are 299,997 people who are five years and older. Of this group 286,428 (95.50%) speak only English. The other most common languages spoken at home are Spanish 7,806 (2.6%), Indo-European Languages 3,211 (1.1%), Asian/Pacific Islander Languages 2,112 (0.70%), and Other Languages 440 (0.15%).



Area	Population 5 years and over	Speak English Only	Percent
Bibb County	21,216	20,858	98.31%
Fayette County	15,461	15,312	99.05%
Greene County	7,312	7,262	99.32%
Hale County	13,840	13,701	98.99%
Lamar County	13,117	13,052	99.50%
Pickens County	18,274	17,335	94.86%
Tuscaloosa County	210,777	198,908	94.37%
WARC Region*	299,997	286,428	95.50%

Source: U.S. Census 2021: ACS 5-year Estimates (S1601) \*WARC Calculation

Language spoken at Home				
	Spanish	Indo-European	Asian/Pacific Islander	Other
Bibb	291	67	0	0
Fayette	60	57	32	0
Greene	44	0	0	6
Hale	103	0	20	16
Lamar	33	29	3	0
Pickens	901	11	8	19
Tuscaloosa	6,374	3,047	2,049	399
WARC Region*	7,806	3,211	2,112	440
Speak English Less than Very Well				
	Spanish	Indo-European	Asian/Pacific Islander	Other
Bibb	114	0	0	0
Fayette	8	24	2	0
Greene	43	0	0	0
Hale	57	0	5	0
Lamar	9	0	3	0
Pickens	535	9	8	2
Tuscaloosa	2,573	483	928	121
WARC Region*	3,339	516	946	123

Source: U.S. Census 2021: ACS 5-year Estimates (S1601) \*WARC Calculation

## 2.2 The Frequency of Contact with Limited English Proficiency (LEP) People

Over the past 15 years, primarily through the transportation planning program, the WARC staff has not had any contact with anyone who did not speak English very well. Over that same period, no individual or group has requested the WARC to provide an interpreter or to translate a document. Future interaction with LEP people is expected to be infrequent and unpredictable.

### **2.3 The Importance of the Program to Limited English Proficiency (LEP) People**

The WARC plans how federal funds from a variety of sources are used in west Alabama. Therefore, the work performed by the WARC affects every resident. However, the WARC does not provide direct, immediate, vital, or emergency service; such as medical treatment, meals, or shelter. Involvement in any WARC planning process is voluntary.

### **2.4 Resources Available to the WARC Recipient and the Costs of Limited English Proficiency (LEP) Services**

WARC is committed to maintaining an open and inclusive planning process that allows LEP people to participate. The cost to provide interpretation and translation service vary greatly depending on the frequency and volume of work as well as the methods used. The WARC, working within its budget, will implement the most cost-effective methods for interpretation and translation work based on requests and expected demand. WARC may use staff members with the ability to speak other languages, when available, to serve as interpreters.

## **3.0 Limited English Proficiency (LEP) Program**

### **3.1 Identification of Limited English Proficiency (LEP) People**

In the seven counties represented by the WARC, approximately 4.5 percent of the population do not speak English at home. Spanish is by far the largest language group, representing about 2.6 percent of the population. Those in the other language groups make up less than two percent of the population. Many who speak another language at home also speak English; however, those that speak English less than “Very Well” is estimated at 1.64% of the total population.

The WARC will use the U.S. Census Bureau *Language Identification Flashcard* document at WARC committee and public meetings, and with walk-in requests. The document will be used to identify LEP individuals. Identified LEP people will be given the option to be added to the WARC news release mailing list. Encounters with LEP people will be tracked in a spreadsheet that will be updated after each event. The spreadsheet will list the type of service provided and any other relevant information. This spreadsheet is available upon request.

### **3.2 Language Assistance Measures**

#### **3.2.1 Types of Language Services Available**

The WARC will provide interpreters and translation service as their budget allows. The WARC will use free websites and programs whenever possible to translate correspondence and documents. In-person or telephone interpreters will be utilized as needed. If staff or volunteer interpreters are not available, the WARC will pay interpreters as their budget permits.

#### **3.2.2 Sources of Interpretation and Translation Services**

The WARC staff will maintain a list of local interpreters (volunteer and for-pay) and a list of acceptable telephone interpretation companies. The staff will also maintain a list of websites and programs that translate text and documents. The WARC staff will refer to the lists as needed. The lists are available upon request.

#### **3.2.3 Responses to LEP Callers**

The WARC staff will refer LEP callers to the WARC website where instructions will be available to translate the website to their language. On the website will also be directions to request free language support from the WARC.

### **3.2.4 Responses to Written Communication from LEP People**

The WARC staff will use free translation websites and programs to respond to written communication from LEP people. If the translation websites and programs fail to translate correctly, the WARC staff will consult with local or telephone interpreters to ensure proper communication.

### **3.2.5 Responses to In-Person contact with LEP People**

The WARC will use the U.S. Census Bureau *Language Identification Flashcard* document at WARC committee and public meetings, and with walk-in requests. The WARC staff will use interpretation services (telephone or local) or a free online written translation website to determine the needs of the LEP individual and to explain the applicable planning process or to respond to any questions. Any comments provided by the LEP individual will be documented and provided to the WARC committees for their review and action.

### **3.2.6 Determining Competency of Interpreters and Translation Services**

After an interpretation or translation service is provided, the WARC staff will ask the LEP individual if they understood the interchange and if they require additional or a different language service. If additional service is required, the WARC will change interpretation or translation providers. When feasible, the WARC will use certified interpreters and translation services.

## **3.3 Staff Training**

The WARC staff will review the LEP Plan every year to ensure that they understand their responsibilities. During the annual review, the staff will verify the contact lists (interpretation and translation services).

## **3.4 Notices to Limited English Proficiency (LEP) People**

The WARC will do the following to notify LEP people of the availability of language services:

- Post a sign at the reception desk in Spanish
- Add a statement to the WARC website in Spanish
- Add a statement to the title page of all major WARC documents in Spanish
- Add the information to all WARC presentations

## **3.5 Monitoring and Updating the Limited English Proficiency (LEP) Plan**

The WARC staff will monitor the WARC's interaction with LEP people. If problems with the LEP Plan are discovered, the WARC staff will recommend that the document be amended. WARC can amend the plan after the public is given an opportunity to review and comment on the proposed amendment. The WARC will update the LEP Plan every five years.

The update will involve the following elements:

- Verification of the LEP population in the WARC study area
- Count of past encounters with LEP people
- Determination of any changes to WARC activities that might affect LEP people
- Research of new sources and methods of interpretation and translation services
- Verification of current sources and methods of interpretation and translation services
- Reviewing past interaction with LEP people to determine if changes are warranted
- Staff review of LEP plan responsibilities

# **Supplemental Item 5**

# **West Alabama Regional Commission**

## **Americans with Disabilities Act Plan**



**Developed by the West Alabama Regional Commission (WARC)**

**January 14, 2016**



# West Alabama Regional Commission

## *Americans with Disabilities Act Plan*

This document is posted at  
<https://www.warc.info/>

For Information regarding this document, please contact  
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West Alabama Regional Commission  
4200 Highway 69 North  
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FAX: 205-333-2713  
Email: [dennis.stripling@westal.org](mailto:dennis.stripling@westal.org)

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Prepared by the  
West Alabama Regional Commission (WARC)

For language assistance email [dennis.stripling@westal.org](mailto:dennis.stripling@westal.org), subject line: "Interpreter".  
Por idioma asistencia email [dennis.stripling@westal.org](mailto:dennis.stripling@westal.org), línea de asunto: "Interpreter".  
Für sprachliche Unterstützung email [dennis.stripling@westal.org](mailto:dennis.stripling@westal.org), Betreffzeile: "Interpreter".  
Pour obtenir une assistance email [dennis.stripling@westal.org](mailto:dennis.stripling@westal.org), l'objet de la langue: « Interpreter ».  
语言协助电子邮件 [dennis.stripling@westal.org](mailto:dennis.stripling@westal.org), 主题行: "Interpreter".

**West Alabama Region Commission Members  
2015-2016**

**Harrison Taylor, Chairman \* Icie Wriley, Vice-Chairman**

**Bibb County**

Ricky Hubbard, County Commission  
Dennis Stripling, Mayor of Brent

**Fayette County**

Joe D. Acker, County Commission Chair  
Ray Nelson, Mayor of Fayette

**Greene County**

Hattie Edwards, Mayor of Eutaw

**Hale County**

Arthur Crawford, County Commission Chair & Probate Judge  
Tony Lester, Mayor of Moundville

**Lamar County**

Icie Wriley, Mayor of Millport

**Pickens County**

Bennie Harton, Mayor of Reform  
Craig Patterson, Mayor of Gordo

**Tuscaloosa County**

Stan Acker, Tuscaloosa County Commission  
Cynthia Lee Almond, Tuscaloosa City Council  
Bobby Herndon, Mayor of Northport  
Alton Hyche, Mayor of Brookwood  
Walt Maddox, Mayor of Tuscaloosa  
Keith Mahaffey, Mayor of Vance  
W. Hardy McCollum, County Commission Chair & Probate Judge  
William "Bobby" R. Miller, Tuscaloosa County Commission  
Reginald Murray, Tuscaloosa County Commission  
Phyllis W Odom, Tuscaloosa City Council  
Edwin (Eddie) Pugh, Tuscaloosa City Council  
Harrison Taylor, Tuscaloosa City Council  
Jerry Tingle, Tuscaloosa County Commission

**West Alabama At-Large**

Matt Calderone, Tuscaloosa City Council  
Glenn Crawford, Mayor of Vernon  
Mike Fields, Shelton State Community College  
Donny Jones, Chamber of Commerce of West Alabama  
Dara Longgear, Tuscaloosa County Industrial Development Authority  
William R. McKinzey, Jr., Mayor of Aliceville  
Ronny Rhodes, Craftex Protective Coatings  
David Thornell, C3 of Northwest Alabama



**West Alabama Regional Commission**

**Resolution**

**Adopting the**

**Americans with Disabilities Act Plan**

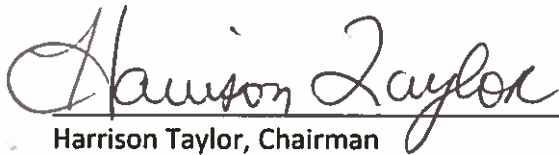
**WHEREAS**, the Americans with Disabilities Act of 1990 prohibits discrimination and ensures equal opportunity for persons with disabilities in employment, State and local government services, public accommodations, commercial facilities, and transportation ; and

**WHEREAS**, the staff of the West Alabama Regional Commission developed the Americans with Disabilities Act Plan to document how the Commission will comply with the Act; and

**WHEREAS**, interested parties, including people with disabilities and organizations representing people with disabilities had an opportunity to comment on the plan during the development phase; now

**THEREFORE, BE IT RESOLVED** that the West Alabama Regional Commission does hereby adopt the Americans with Disabilities Act Plan.

Adopted this 14<sup>th</sup> day of January, 2016

  
Harrison Taylor, Chairman

ATTEST

  
Robert B. Lake, Executive Director

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## **1.0 Introduction**

The West Alabama Regional Commission (WARC) is one of the 12 regional councils in the State of Alabama as provided for by Act No. 584 and Act No. 585 of the Alabama Legislature, 1963. The councils serve local governments and citizens by coordinating region-wide projects and services, promoting cooperation among the local governments, and carrying out state and federal programs on a regional basis. The WARC encompasses Bibb, Fayette, Greene, Hale, Lamar, Pickens and Tuscaloosa counties. The WARC is committed to compliance with the *Americans with Disabilities Act of 1990 (ADA)*.

### **1.1 Purpose**

The purpose of this plan is to record the *Americans with Disabilities Act of 1990 (ADA)* activities of the West Alabama Regional Commission (WARC) and to schedule improvements to comply with the law. The programs managed by the WARC affect all citizens of west Alabama, including those with disabilities. The WARC provides social services to thousands of senior citizens, writes and manages grants that fund public utilities, and prepares plans that guide federal, state, and local funding. When providing these services, the WARC ensures the needs of people with disabilities are considered and that people with disabilities are allowed to participate in all program aspects.

### **1.2 Law and Regulations**

The *Americans with Disabilities Act of 1990 (ADA)* prohibits discrimination and ensures equal opportunity for persons with disabilities in employment, State and local government services, public accommodations, commercial facilities, and transportation ([www.ada.gov](http://www.ada.gov)). Title II of the Act specifically applies to state and local governments. The regulations for Title II were published as 28 CFR Part 35 *Nondiscrimination on the Basis of Disability in State and Local Government Services*.

### **1.3 Public Involvement**

The draft of this plan was available for review from December 1, 2015 through January 13, 2016. Copies of the draft were available at the West Alabama Regional Commission (WARC) office, on the WARC website, and by request (mail and email). Agencies that work with persons with disabilities were notified by mail that the draft plan was available for review. Appendix A includes the mailing list for this effort. No one submitted comments regarding the plan.

### **1.4 Annual Review**

The West Alabama Regional Commission (WARC) staff will review this plan every October. The review will determine if any changes to the policy or grievance procedures are warranted. The review will also update the status of the required facilities upgrades in the transition plan.

## **2.0 Notice Under the Americans with Disabilities Act**

In accordance with the requirements of Title II of the *Americans with Disabilities Act of 1990* (“ADA”), West Alabama Regional Commission will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

### **2.1 Employment**

West Alabama Regional Commission does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

### **2.2 Effective Communication**

West Alabama Regional Commission will, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the West Alabama Regional Commission’s programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

### **2.3 Modifications to Policies and Procedures**

West Alabama Regional Commission will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in West Alabama Regional Commission offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of West Alabama Regional Commission should contact Dennis Stripling, Post Office Box 509, Northport, Alabama 35476; 205-333-2990, extension 218 or [dennis.stripling@westal.org](mailto:dennis.stripling@westal.org) as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the West Alabama Regional Commission to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of West Alabama Regional Commission is not accessible to persons with disabilities should be directed to Dennis Stripling, Post Office Box 509, Northport, Alabama 35476; 205-333-2990, extension 218, or [dennis.stripling@westal.org](mailto:dennis.stripling@westal.org).

West Alabama Regional Commission will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public, but are not accessible to persons who use wheelchairs.

### **3.0 Grievance Procedure Under The Americans with Disabilities Act**

This Grievance Procedure is established to meet the requirements of the *Americans with Disabilities Act of 1990* ("ADA"). It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in the provision of services, activities, programs, or benefits by the West Alabama Regional Commission. The West Alabama Regional Commission's Personnel Policy governs employment-related complaints of disability discrimination.

The complaint should be submitted to WARC by completing the WARC CIVIL RIGHTS COMPLAINT form. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint, will be made available for persons with disabilities upon request.

The complaint should be submitted by the grievant and/or his/her designee as soon as possible, but no later than 60 calendar days after the alleged violation to:

Dennis Stripling, Civil Rights Coordinator  
Post Office Box 509  
Northport, Alabama 35476

Within 15 calendar days after receipt of the complaint, Dennis Stripling or his designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, Dennis Stripling or his designee will respond in writing, and where appropriate, in a format accessible to the complainant, such as large print, Braille, or audio tape. The response will explain the position of the West Alabama Regional Commission and offer options for substantive resolution of the complaint.

If the response by Dennis Stripling or his designee does not satisfactorily resolve the issue, the complainant and/or his/her designee may appeal the decision within 15 calendar days after receipt of the response to the WARC Board Chairman or his/her designee.

Within 15 calendar days after receipt of the appeal, the Executive Director or his/her designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the WARC Board Chairman or his/her designee will respond in writing, and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints received by Dennis Stripling or his designee, appeals to the WARC board Chairman or his/her designee, and responses from these two offices will be retained by the West Alabama Regional Commission for at least three years.

## **4.0 Transition Plan**

Governments with more than 50 employees are required to develop an *Americans with Disabilities Act* transition plan that lists the physical changes needed to comply with the act. At the adoption of this plan, the WARC did not have 50 employees; however, the commission has since grown to exceed this number and currently maintains a transition plan.

The WARC staff conducted a self-evaluation in October 2015, following the *ADA Checklist for Existing Facilities* from the Institute of Human Centered Design 2014. The checklist is based on the *2010 Standards for Accessible Design*. The spreadsheet on the next page serves as the transition plan for the West Alabama Regional Commission (WARC).

**Americans with Disabilities Act Transition Plan  
For the West Alabama Regional Commission**

Known Physical Barriers	Planned Method to Remove Barrier	Schedule	Interim Steps (If Schedule is Longer Than a Year)	
<b>Building 1</b>				
4.1-4.9	Accessible drinking fountain needed	Replace present drinking fountain with ADA compliant fountains <span style="color: red;">Completed</span>	NLT January 2023	Employees at the WARC will assist as needed
<b>Parking Lot</b>				
1.17	Ramp at building 3 in disrepair	Repair ramp <span style="color: red;">Completed</span>	NLT January 2023	Employees at the WARC will assist as needed

Updated 2023

# **Appendix A**

## **Public Involvement Items**





## NEWS RELEASE

For Additional Information Contact:  
Robert B. Lake, Executive Director  
West Alabama Regional Commission  
4200 Highway 69 North, Suite 1  
P.O. Box 509  
Northport, AL 35476-0509  
(205) 333-2990 \* FAX (205) 333-2713

November 30, 2015

The West Alabama Regional Commission (WARC) will hold a public review of their draft Americans with Disabilities Act Plan. The review will be held from December 1, 2015 through January 20, 2016 between the hours of 8:00 a.m. to 4:30 p.m., Monday through Friday. The review will be held at the West Alabama Regional Commission (WARC) located at 4200 Highway 69 North, Northport, Alabama. Comment forms and a tape recorder will be available for anyone who would like to suggest changes to the plan.

Copies of the draft plan are available at the WARC and on the internet at <http://warc.info/planning-a-development/documents>. The WARC will accept comments on the plan until January 20, 2015. All comments should be sent to ADA Plan, West Alabama Regional Commission, P.O. Box 509, Northport, AL 35476, or [david.norris@westal.org](mailto:david.norris@westal.org), or faxed to 205/333-2713.

The purpose of the plan is to record the Americans with Disabilities Act of 1990 (ADA) activities of the West Alabama Regional Commission (WARC) and to schedule improvements to comply with the law. The programs managed by the WARC affect all citizens of west Alabama, including those with disabilities. The WARC provides social services to thousands of senior citizens, writes and manages grants that fund public utilities, and prepares plans that guide federal, state, and local funding. When providing these services, the WARC ensures the needs of people with disabilities are considered and that people with disabilities are allowed to participate in all program aspects.

The WARC is scheduled to adopt the plan at their January 21, 2016 Board of Directors meeting. Prior to adopting the plan the WARC will consider all comments from the public and make changes to the plan, if warranted.

Anyone requiring special assistance for the review should contact the WARC at least 48 hours prior to the day of the event. For special assistance, call the WARC at 205-333-2990, extension 213.

# West Alabama Regional Commission ADA Plan News Release List

Category	Name		ADDRESS 1	ADDRESS 2	CITY	STATE	ZIP
	Ms. Vicki	Porter	42 News	2075 Golden Crest Dr	Birmingham	AL	35209
	Ms. Ann	Willard	AARP	1737 Ridgemont Dr	Tuscaloosa	AL	35405
	Mr. Jeff	Shakelford	ABC 33/40	800 Concourse Pkwy #200	Birmingham	AL	35244
	Ms. Angie	Allen	LGS ADAP	Box 870395	Tuscaloosa	AL	35487-
	Ms. Barbara	Huguley	ADMH - Reg 2 Comm Ser	P.O. Box 1730	Tuscaloosa	AL	35403-
	Ms. Mary	Smith	Akron Senior Center	P.O. Box 104	Akron	AL	35441
	Mr. David	Gamble	AL Disabilities Advocacy Prg	P.O. Box 870395	Tuscaloosa	AL	35487
	Ms. Jan	McGee	AL Institute of Deaf & Blind	2412 Skyland Blvd E	Tuscaloosa	AL	35405
	Ms. Jessica	Parker	AL Institute of Deaf & Blind	205 East South St	Talladega	AL	35160
			AL State Children's Rehab Services	1110 6th Ave E	Tuscaloosa	AL	35401
	Ms. Jane	Shirley	AL State Vocational Rehabilitation	1305 37th St E	Tuscaloosa	AL	35405
	Ms. Martha	Wallace	Alabama Assisted Living Center Inc	1783 S. Scottsville Rd	Centreville	AL	35042
			Alabama Cancer Society	2201 11th st	Tuscaloosa	AL	35401
			Alabama Disabilities Advocacy Program	Box 870395	Tuscaloosa	AL	35487-
	Mr. Scott	Powell	Alabama Head Injury Foundation	3100 Lorna Rd Ste 203	Birmingham	AL	35216-
			Alberta Baptist Pryme Tymers	2210 University Blvd E	Tuscaloosa	AL	35404
	Ms. Margaret	Odom	Alberta Meth. Seniors Club	13 Elmira Dr	Tuscaloosa	AL	35405
	Ms. Frieda	Blakney	Aliceville Housing Authority	P.O. Box 485	Aliceville	AL	35442
	Ms. Katherine	Hinton	Aliceville Senior Center	116 Cleveland Cir 416 3rd Ave. NE	Aliceville	AL	35442
			American Red Cross	1622 Lurleen Wallace Blvd	Northport	AL	35476
	Mr. Oscar	Barnes	American Red Cross	1622 Lurleen Wallance Blvd	Northport	AL	35476
	Ms Donna	Callahan	ARC of Tuscaloosa	P.O. Box 40246	Tuscaloosa	AL	35404
	Ms. Jan	Sikes	Arts 'n Autism	2625 8th Street	Tuscaloosa	AL	35402
			Baptist Campus Ministries	401 University Blvd	Tuscaloosa	AL	35401

<b>Category</b>	<b>Name</b>		<b>ADDRESS 1</b>	<b>ADDRESS 2</b>	<b>CITY</b>	<b>STATE</b>	<b>ZIP</b>
Ms.	Rose	Pierce	Belk Senior Center	P.O. Box 76, 7941 Highway 96	Belk	AL	35545
			Benion Retirement Home	1513 M.L. King Jr Blvd	Northport	AL	35476
Ms.	Debbie	Morris	Berry Housing Authority	P.O. Box 387	Berry	AL	35546
Ms.	Jessica	Johnston	Berry Senior Center	2439 Pea Ridge Rd	Carbon Hill	AL	35549
			Bethel Baptist Church Seniors	3003 25th Street	Tuscaloosa	AL	35401
			Bethel Outreach	3003 25th St	Tuscaloosa	AL	35401
Mr.	Marvin	Johnson	Beulah Baptist Church	P.O. Box 1611	Tuscaloosa	AL	35403
Mr.	Samuel	Smith	Bibb County DHR	84 Library St	Centreville	AL	35042
Ms.	Gayle	Bearden	Bibb County Nursing Home	164 Pierson Ave	Centreville	AL	35042
Ms.	Sarah	White	Bibb County Nursing Home	208 Pierson Ave	Centreville	AL	35042
Mr.	Joseph	Marchant	Bibb Medical Center	208 Pierson Ave	Centreville	AL	35042
			Big Brothers/Big Sisters	2720 6th St	Tuscaloosa	AL	35401
Ms.	Barbara	Clayton	Big Sandy Bap. Golden Agers	14708 Hwy 69 S	Tuscaloosa	AL	35405
Mr.	Reuben	Cook	Box 870158		Tuscaloosa	AL	35487-
Direct			Boys and Girls Clubs	P.O. Box 40221	Tuscaloosa	AL	35404
Ms.	Judy	Hood	Brent Housing Authority	P.O. Box 263	Brent	AL	35034
Ms.	Cynthia	Winegard	Brent-Centreville Senior Center	10445 SR-5	Brent	AL	35034
	Ovelia	Hatter	Brookwood Silver Liners	12595 Covered Bridge Rd	Brookwood	AL	35444
Ms.	Shelia	T. Penn	Bryce Hospital	1651 Ruby Tyler Parkway	Tuscaloosa	AL	35404
	Marion	Wagner	Calvary Bap. Ch. Crusaders Club	1121 Bryant Dr	Tuscaloosa	AL	35401
			Canterbury Manor	6400 Highway 14 E	Greensboro	AL	36744
Ms.	Carrie	Cain	Care Center of Vernon	1050 Convalescent Rd	Vernon	AL	35592
			Caring Days Adult Day Care	1110 6th Ave E	Tuscaloosa	AL	35401
			Caring Hands Hospice	4930 Rice Mine Rd NE	Tuscaloosa	AL	35406
Ms.	Linda	Knowles	Carrolls Ck Bap Ch Sen Club	16241 Hagler Mill Dr	Northport	AL	35475
Ms.	Jan	Blakney	Carrollton Housing Authority	P.O. Box 400	Carrollton	AL	35447
Ms.	Myra	Shufflebaug	Carrollton Senior Center	3008 CR 5	Carrollton	AL	35447

Category	Name		ADDRESS 1	ADDRESS 2	CITY	STATE	ZIP	
			Catholic Family Services	608 37th St E	Tuscaloosa	AL	35405	
			Central Church of Christ Sunshiners	304 Hargrove Rd	Tuscaloosa	AL	35401	
Mr.	Bob	Tribble	Centreville Press	P.O. Box 127	Centreville	AL	35042	
			Chapel Hill Baptist Senior Citizens	4300 Lake Sherwood Ln	Northport	AL	35473	
Ms	LaShonda	Hayes	Child Abuse Prevention	618 14th St	Tuscaloosa	AL	35401-	
			Christian Ministries	3880 Watermelon Rd	Northport	AL	35473	
	Manager		Clara Verner Tower	101 Hackberry Ln	Tuscaloosa	AL	35401	
Mr.	Jonathan	Thorn	Clear Channel Radio	3900 11th Ave S	Tuscaloosa	AL	35401	
Ms.	Hazel	Bobo	Coker Baptist Church of Amazing Grace	11223 Lake Robinwood Rd	Coker	AL	35452	
Mr.	Jeff	Walker	Colonial Haven	616 Armory St	Greensboro	AL	36744	
Ms.	Rebbekah	Hemwood	Commercial Dispatch	P.O. Box 511	Columbus	MS	39703	
			Community Foundation of West Alabama	P.O. Box 3033	Tuscaloosa	AL	35403	
Ms.	Cynthia	Burton	Community Service Programs	601 Black Bears Way	Tuscaloosa	AL	35401-	
Mr.	Matt	Walker	Community Service Programs	601 Black Bears Way	Tuscaloosa	AL	35401-	
			Community Soup Bowl	1711 23rd Ave	Tuscaloosa	AL	35401	
			Community Soup Bowl	P.O. Box 2277	Tuscaloosa	AL	35401	
			Compassion Coalition	P.O. Box 1507	Tuscaloosa	AL	35403	
			Consumer Credit Counseling	2316 University Blvd	Tuscaloosa	AL	35401	
Rev.	Dan	Arsenault	Cottondale Bap. Ch. Joy Ministry	P.O. Box 309	Cottondale	AL	35453	
			CSP Head Start of Fayette	631 1st St SW	Fayette	AL	35555	
		Manager	CSP Village	2700 McFarland Blvd E	Tuscaloosa	AL	35405	
Mr.	Willie	Sealey	Cuba Church of God in Christ	16477 Field St	Ralph	AL	35480	
Mr.	Bryan	Taylor	Cumulus Broadcasting Inc	200 Sixth St N	Columbus	MS	39701	
			Daystar Golden Agers	3975 Watermelon Rd	Northport	AL	35473	
Direct	Beth	M.	Chandler	DCH Home Health Care	1401 Greensboro Ave	Tuscaloosa	AL	35401
				Dent Transitional Program	15769 Thomas Chapel Rd	Cottondale	AL	35453-
Ms.	Patsy	Calberg	Druid Hills Un Meth Seniors	4001 University Blvd E	Tuscaloosa	AL	35404	

<b>Category</b>	<b>Name</b>		<b>ADDRESS 1</b>	<b>ADDRESS 2</b>	<b>CITY</b>	<b>STATE</b>	<b>ZIP</b>
			East Tuscaloosa Family Resource Center	867 Redmont Dr	Tuscaloosa	AL	35404
Ms.	Deborah	Chandler	Easter Seals West Alabama	P.O. Box 2817	Tuscaloosa	AL	35403
Pastor	Vernon	Swift	Elizabeth Bap. Ch. Project Care	P.O. Box 2792	Tuscaloosa	AL	35404/
			Estes Health Care Centers	2201 32nd St	Northport	AL	35476
	Manager		Estes-Glen Haven	2201 32nd St	Northport	AL	35476
	Manager		Estes-North	600 34th St	Northport	AL	35476
			Eutaw Elderly Village	321 Tuscaloosa St	Eutaw	AL	35462
Ms.	Yolanda	Summerville	Eutaw Senior Center	2234 SR-14	Aliceville	AL	35442
			Family Counseling Service	2020 Bryant Dr	Tuscaloosa	AL	35401
Ms.	Shelia	Puckett	Family Resource Center	60 Tuscaloosa Ave	Carrollton	AL	35447
Mrs.	Fay	Meharg	Fayette County Aging Program	125 2nd Ave NW	Fayette	AL	35555
Mr.	Jason	Cowart	Fayette County DHR	P.O. Box 271	Fayette	AL	35555
Ms.	Tammy	Yager	Fayette County Health Department	P.O. Box 340	Fayette	AL	35555
	Manager		Fayette County Nursing Home	1653 Temple Ave N	Fayette	AL	35555
Ms.	Deborah	Barham	Fayette Housing Authority	P.O. Box 266	Fayette	AL	35555
Ms.	Gayle	Hudson	Fayette Senior Center	125 Second Ave NW	Fayette	AL	35555
Ms.	Willa	K. Goodson	First African Bap. Torch Bearers	2621 Stillman Blvd	Tuscaloosa	AL	35401
Mr.	Carl	Wells	First Baptist Church LLL Club	721 Greensboro Ave	Tuscaloosa	AL	35401
Ms.	Carole	Henry	First Presby. Mature Members	900 Greensboro Ave	Tuscaloosa	AL	35401
Ms.	Evelyn	Stuhr	First UMC Merry Methodist	800 Greensboro Ave	Tuscaloosa	AL	35401
Mr.	John	Vaughn	First Wesleyan BYS	1501 McFarland Blvd N	Tuscaloosa	AL	35406
Mr.	John	Dickerson	Five Points Bap. B.A.L.L. Club	3718 36th St	Northport	AL	35473
Ms.	Ann	McMillan	Flatwoods Bap Ch Goodtimers Club	4520 70th Ave	Northport	AL	35473
Ms.	Melanie	Lankford	FOCUS / Foster GP	3801 Loop Rd	Tuscaloosa	AL	35401
Mr.	Morgan	Mann	FOCUS on Senior Citizens Inc	3801 Loop Rd	Tuscaloosa	AL	35401
	Mayor's	Advisory	Council	for People with Disabilities	P.O. Box 2089	Tuscaloosa	AL 35403-
Rev.	Marvin	Palmer	Forest Lake Keen Agers	107 18th Street	Tuscaloosa	AL	35401

<b>Category</b>	<b>Name</b>		<b>ADDRESS 1</b>	<b>ADDRESS 2</b>	<b>CITY</b>	<b>STATE</b>	<b>ZIP</b>
Ms.	Jane	Darden	Forest Lake UMC Seniors	1711 4th Ave	Tuscaloosa	AL	35405
	Manager		Forest Manor Nursing Home	2215 32nd St	Northport	AL	35476
Ms.	Lois	Champion	Gilgal Bap. Ch XYZ Club	1101 Bear Creek Rd E	Tuscaloosa	AL	35405
Ms.	Betty	Simonette	Golden K Kiwanis Club	4748 31st Ave E	Tuscaloosa	AL	35405
Rev.	Tim	Patrick	Good Samaritan Clinic	3880 Watermelon Rd	Northport	AL	35473
			Gordo Gardens	617 Garden Dr #A1	Gordo	AL	35466
Mr.	Bud	Blakney	Gordo Housing Authority	140 2nd Ave NE	Gordo	AL	35466-
Ms.	Molly	Criswell	Gordo Senior Center	203 12th St SW	Gordo	AL	35466
Ms.	Anita	Lewis	Greene Co Housing Authority	P.O. Box 389	Eutaw	AL	35462
Mr.	John	Zippert	Greene County Democrat	P.O. Box 598	Eutaw	AL	35462
Mr.	Wilson	Morgan	Greene County DHR	P.O. Box 311	Eutaw	AL	35462
			Greene County Health Dept.	412 Morrow Ave	Eutaw	AL	35462
			Greene County Independent	106 Main St	Eutaw	AL	35462
	Manager		Greene County Nursing Home	509 Wilson Ave N	Eutaw	AL	35462
Mrs.	Margaret	Kynard	Greensboro Health Care Inc	P.O. Box 438	Greensboro	AL	36744
Ms.	Diane	Banks	Greensboro Housing Authority	101 Centreville Cir	Greensboro	AL	36744
Ms.	Peggy	Presley	Greensboro Senior Center	251 Stripe Dr	Akron	AL	35441
		Editor	Greensboro Watchman	P.O. Drawer 550	Greensboro	AL	36744-
			Habitat Tuscaloosa	1120 35th St Suite B	Tuscaloosa	AL	35401
Ms.	Sharon	Jay	Hale County DHR	906 Whelan St	Greensboro	AL	36744
Mr.	Jackie	Holliday	Hale County Health Department	100 Samuel Moseley Dr	Selma	AL	36701
			Hannah Home	16618 Kings Ranch Rd	Brookwood	AL	35444-
Mr.	Charles	Herron	Hannah United Methodist Church	15414 Marble Rd	Northport	AL	35475
	Sluchia	Brunson	Hasson Community Center	P.O. Box 2496	Tuscaloosa	AL	35403
	Director		Head Start Program of CSP	529 Black Bear Way	Tuscaloosa	AL	35401
Ms.	Dora	Burns	Heritage Health Care Center	1101 Snows Mill Ave	Tuscaloosa	AL	35406
Ms.	Pam	Dorr	HERO	1120 Main St	Greensboro	AL	36744

<b>Category</b>	<b>Name</b>		<b>ADDRESS 1</b>	<b>ADDRESS 2</b>	<b>CITY</b>	<b>STATE</b>	<b>ZIP</b>
			Hillcreek Apartments	1010 Cahaba River Dr	West Blocton	AL	35184
Ms.	Belinda	Wilson	Holly Springs Bap 3F Club	11965 Finnell Cut Off Rd	Northport	AL	35475
	Bennie	Crummie	Holly Springs Church	16346 Holly Springs Rd	Northport	AL	35475
Ms.	Agnes	Hamner	Holt Bap. Ch. NGO Club	3101 Alabama Ave NE	Tuscaloosa	AL	35404
Mr.	Jimmy	Phares	Holt UMC Fun & Fellowship Club	139 Crescent Ridge Rd E	Tuscaloosa	AL	35404
Ms.	Dorothy	Yeager	Holten Heights Primetimers	1812 47th Ave NE	Tuscaloosa	AL	35404
	Levi	Bosch	Hopewell Bap Ch Young at Hearts	3800 University Blvd. E.	Tuscaloosa	AL	35404
Ms.	Jean	Leonard	Indian Lake Baptist Young at Hearts	4110 41st St	Northport	AL	35473
Mr.	Jim	Moore	Indian Rivers Mental Health Ctr	P.O. Box 2190	Tuscaloosa	AL	35403
Ms.	Jo	Strickland	Jennings Chapel UMC Senior Club	4305 38th CL	Northport	AL	35473
			Jerusalem AME Zion Sen. Citizens	5200 12th Ave E	Tuscaloosa	AL	35405
Mr.	Harry	Turner	Jerusalem Baptist Church	4428 27th Pl	Tuscaloosa	AL	35401
Mr.	Frank	Hunnicutt	Kennedy Housing	P.O. Box 38	Kennedy	AL	35574
Ms.	Lois	Robinson	Kennedy Senior Center	311 Vickie St	Millport	AL	35576
Ms.	Shirley	Powell	Kimbrell Home	3590 Hwy 17	Aliceville	AL	35442
Mrs.	Doris	Franks	Lamar Convalescent Center	1050 Convalescent Rd	Vernon	AL	35592
Ms.	Frances	Welch	Lamar County Aging Program	P.O. Box 338	Vernon	AL	35592
Ms.	Martha	Trentham	Lamar County DHR	P.O. Box 489	Vernon	AL	35592-
Mr.	Howard	Reeves	Lamar Democrat	P.O. Box 587	Vernon	AL	35592
			Lamar Head Start	P.O. Box 827	Vernon	AL	35592
			Lamar Home Care Inc	P.O. Box 547	Vernon	AL	35592
			Lamar Home Health, Public Health	P.O. Box 548	Vernon	AL	35592
Ms.	Stephanie	Wilson	Lamar Leader	P.O. Box 988	Sulligent	AL	35586
Ms.	Shelley	Thomson-CI	Lawley Senior Center	404 Honeybee Loop	Randolph	AL	36792
			Lawrence Properties	304 Julia Circle	Sulligent	AL	35586
Mr.	Hugh	Lee	Legal Counsel for the Elderly	U of A, Box 870392	Tuscaloosa	AL	35487
Ms.	Rebecca	Brooks	Legal Services Corp AL	P.O. Box 020967	Tuscaloosa	AL	3540

<b>Category</b>	<b>Name</b>		<b>ADDRESS 1</b>	<b>ADDRESS 2</b>	<b>CITY</b>	<b>STATE</b>	<b>ZIP</b>	
			Magnolia Village	1910 Short Blount St Apt. 1A	Greensboro	AL	36744	
Ms.	Wilma	Hannah	Mayfair Manor Senior Center	19352 Morman Rd	Northport	AL	35475	
	Manager		McConnell Hills Apts.	4620 18th Ave E	Tuscaloosa	AL	35405	
Ms.	Debra	Graham	Millport Housing Authority	P.O. Box 475	Millport	AL	35576	
Ms.	Mary	Long	Millport Senior Center	1109 1st St N	Reform	AL	35481	
Mr.	Rob	Moore	Moody Radio, Suite 316	5710 Watermelon Rd	Northport	AL	35473	
Ms.	Tammy	Pogue	Morningside Assisted Living	404 25th St NW	Fayette	AL	35555	
Ms.	Lawanda	Vanhorn	Moundville Health and Rehab	P.O. Box 607	Moundville	AL	35474	
Ms.	Glenda	Scrivner	Moundville Nursing Facility	P.O. Box 607	Moundville	AL	35474	
Mr.	Dave	Miller	Moundville Times	P.O. Box 683	Moundville	AL	35474	
Ms.	Faye	Phillips	Mt. Olive Bap. Ch. Senior Club	13303 Mt. Olive Rd	Coker	AL	35452	
			NBC 13	1732 Valley View Dr.	Birmingham	AL	35209	
Mr.	A. B.	Griffin	New Peace Baptist Church	4321 28th S	Tuscaloosa	AL	35401	
Mr.	Virgil	Harper	New Zion Baptist Church	3800 68th Ave	Tuscaloosa	AL	35401	
Ms.	Rosalind	Peoples	Newtonville Senior Center	105 Center Rd	Fayette	AL	35555	
Ms..	Sarah	Morris	Northport Bap. Trail Blazers	1004 Main Ave	Northport	AL	35476	
Mr./Mr	Raymond	Sherry	Kelly	Northport Church of God Sunshine Club	11156 Lake Robinwood	Coker	AL	35452
Ms.	Jo	Nunley		Northport Gazette	P.O. Box 749	Northport	AL	35476
Mr.	Danny	Russell		Northport Hospital	2700 Hospital Dr	Northport	AL	35476
				Northport Section 8 Department	39 West Cir	Northport	AL	35476
Ms.	Charolette	Hicks		Northridge Bap Ch Sen Grp	4115 Watermelon Rd	Northport	AL	35473
Ms.	Jeanie	Lollar		Northside Golden Agers	15496 Choctaw Trail	Northport	AL	35475
				Northwood Hills Bap Gold Joy Mkers	2700 17th Ave	Northport	AL	35476
				Nutritionactivity Center	312 19th Ave	Tuscaloosa	AL	35401
		Principal		Oak Hill School	2501 Hargrove Rd E	Tuscaloosa	AL	35405
	Levy	Cory		Open Door Baptist Church - Berean	1761 McFarland Blvd N	Tuscaloosa	AL	35406
Ms.	Lisa	McLeod		Palk Enterprises	3705 Resource Dr	Tuscaloosa	AL	35401



<b>Category</b>	<b>Name</b>		<b>ADDRESS 1</b>	<b>ADDRESS 2</b>	<b>CITY</b>	<b>STATE</b>	<b>ZIP</b>	
Ms.	Linda	Boyd	Partlow Community Services	P.O. Box 1730	Tuscaloosa	AL	35403	
Mr.	Randy	Shelton	Pickens County DHR	P.O. Box 31	Carrollton	AL	35447-	
Ms.	Tammy	Yager	Pickens County Health Center	P.O. Box 192	Carrollton	AL	35447	
Mr.	Doug	Sanders	Pickens County Herald	P.O. Box 390	Carrollton	AL	35447-	
	Manager		Pine Valley Retirement Community	800 Rice Valley Rd	Tuscaloosa	AL	35406	
			Piney Grove Bapt Ch Sen Club	12123 Sellars Ln	Tuscaloosa	AL	35406	
			Piney Grove Senior Adult Ministry	426 18th Ave E	Tuscaloosa	AL	35404	
Mr.	Larry	Williams	Pleasant Valley Baptist Church	5619 21st Ave	Tuscaloosa	AL	35405	
		Manager	Presbyterian Apartments	3845 Highway 69 N	Northport	AL	35476	
Ms.	Erin	Keasler	Reform Housing Authority	P.O. Box 535	Reform	AL	35481	
			Reform Manor	569 Manor Cir	Reform	AL	35481	
Ms.	Patsy	Anderson	Reform Senior Center	917 Grover Pate Rd	Gordo	AL	35466	
	Manag		Regency Retirement Village	5001 Old Montgomery Hwy	Tuscaloosa	AL	35405	
Mrs.	Connie	Weldon	Reliance Health Care	P.O. Box 400	Reform	AL	35481	
			Resources for Independence	3079 Palisades Ct	Tuscaloosa	AL	35404	
Ms.	Willa	Kay	Goodson	Retired Teachers	4521 21st St	Tuscaloosa	AL	35401
				Retired/Senior Vol Program	3801 Loop Rd	Tuscaloosa	al	35404
Ms.	Margaret	Lee		Ridgecrest Bap. Ch. 50+ Club	912 31st St E	Tuscaloosa	AL	35405
				Riverwood Presby. Ch Senior Cit.	501 Rice Valley Rd N	Tuscaloosa	AL	35406
				Riverwood Presbyterian Seniors Club	501 Rice Valley Rd	Tuscaloosa	AL	35406
	Manager			Robertson Towers	312 19th Ave	Tuscaloosa	AL	35401
				Rosedale Bap. Young-at-Hearts	2424 28th St	Tuscaloosa	AL	35401
Ms.	Rosetta	Spencer	RSVP GREENE COUNTY	P.O. Box 656	Eutaw	AL	35462	
Ms.	Linda	Dill	Salem of Reform	P.O. Box 400	Reform	AL	35481	
			Salvation Army	1601 University Blvd E	Tuscaloosa	AL	35404	
Ms.	Tammy	Kent	Sansing Country Home	1999 Country View Rd	Carrollton	AL	35447	
Mr.	Scott	Livingston	Shiloh Baptist Church	14219 Shiloh Rd	Ralph	AL	35480	

Category	Name		ADDRESS 1	ADDRESS 2	CITY	STATE	ZIP
Ms.	Eva		Duncan	Skyland Blvd Baptist Keen Agers	10615 Thomas Rd	Tuscaloosa	AL 35405
	Director			Skyland Oaks Retirement Ctr	5001 Old Montgomery Hwy.	Tuscaloosa	AL 35405
				Social Security, Fayette County	P.O. Box 266	Fayette	AL 35555-
				Sprayberry Regional Ed. Ctr.	1324 Rice Mine Rd	Northport	AL 35476
Mr.	John		Drawhorn	St. Mark UMC Young at Heart	1421 McFarland Blvd	Northport	AL 35476
Mr.	Eddie	L	Carter	St. Matthew Baptist Church	1455 Snow Hinton Dr	Tuscaloosa	AL 35405-
Ms.	LaWanna		Thomas	St. Paul UM Seniors	3905 27th St	Tuscaloosa	AL 35401
Ms.	Annie		Hollis	Sulligent Housing Authority	P.O. Box 656	Sulligent	AL 35586
Ms.	Lou	Nell	Guyton	Sulligent Senior Center	8732 Hwy 278	Sulligent	AL 35586
Ms.	Eva		DeRamus	Taylorville Young at Hearts	3020 4th Ct E	Tuscaloosa	AL 35405
Ms.	Gloria		Effinger	Telephone Pioneers	2101 7th St	Tuscaloosa	AL 35401
Ms.	Evie		Allen	Temple Baptist Keen Agers	1429 Southern Gardens Dr	Tuscaloosa	AL 35404
	Director			Temporary Emergency Services	1705 15th St	Tuscaloosa	AL 35401
Mrs.	Doris		McCafferty	The McCafferty Home	367 McCafferty Rd.	Carrollton	AL 35447
Mr.	Michael		James	The Tuscaloosa News	P.O. Box 20587	Tuscaloosa	AL 35402
Mrs.	Teresa		Sanders	Times Record	P.O. Drawer 159	Fayette	AL 35555
Mr.	Ed		Harless	Trinity UMC Funset Club	P.O Box 1	Elrod	AL 35458
Ms.	Kelly	E.	Hoggle	Tusc. Co. Mental Retardation	1002 McFarland Blvd Suite K	Northport	AL 35476
				Tuscaloosa Baptist Assoc.	4300 Highway 69 N	Northport	AL 35473
				Tuscaloosa Children's Center	520 M.L. King Jr Blvd	Tuscaloosa	AL 35401
Ms.	Joy		Humphrey	Tuscaloosa County DHR	P.O. Box 70100	Tuscaloosa	AL 35407-
Ms.	Miranda		Hammonds	Tuscaloosa County Health Department	2350 Hargrove Rd E	Tuscaloosa	AL 35405
Mr.	Ralph		Ruggs	Tuscaloosa Housing Authority	P.O. Box 2281	Tuscaloosa	AL 35403
Mr.	John	F.	Merkle	Tuscaloosa Veterans Affairs Medical Center	3701 Loop Rd E	Tuscaloosa	AL 35404
				UA School of Social Work	P.O. Box 870314	Tuscaloosa	AL 35487
Ms.	LaMonica	Harron-	McCoy	United Cerebral Palsy	1100 UCP Parkway	Northport	AL 35476
				United Way	2720 6th St	Tuscaloosa	AL 35401

<b>Category</b>	<b>Name</b>		<b>ADDRESS 1</b>	<b>ADDRESS 2</b>	<b>CITY</b>	<b>STATE</b>	<b>ZIP</b>
Mr.	Courtney	A.	Newton	United Way of Central AL	P.O. Box 320189	Birmingham	AL 35232
Ms.	Virginia		Williams	Unity Bap Ch Pryme Tymers	19 Ferriwood Dr	Tuscaloosa	AL 35401
Ms.	Charlene		McMahon	University Church of Christ High Tiders	1200 Julia Tutwiler Dr	Tuscaloosa	AL 35401
Ms.	Diana		Pullum	Upward Bound - UWA	UWA, Station 37	Livingston	AL 35470
Dr.	Maria	R.	Andrews	VA - Supported Employment	3701 Loop Road E	Tuscaloosa	AL 35404
				Valley View Baptist Church	8820 Hwy 69 S	Tuscaloosa	AL 35405
Ms.	Lizzie		Phillips	Vance Spice-of-Lifers	10805 Phillips Dr	Vance	AL 35490
Ms.	Sharon		Johnson	Vernon Housing Authority	230 Strickland Cir	Vernon	AL 35592
Ms.	Sonya		Crawford	Vernon Senior Center	2269 Stembridge Rd	Millport	AL 35576
Ms.	Kim		Morrisette	Volunteers of America	P.O. BOX 20265	Tuscaloosa	AL 35402
	Lyn		Stone	WARC			
Mr.	Dutch		Terry	WCBI-Channel 4	P.O. Box 271	Columbus	MS 39703
Mr.	Craig		Young	West Alabama Food Bank	P.O. Box 805	Northport	AL 35476
Mr.	Peyton		Bobo	West Alabama Gazette	P.O. Box 249	Millport	AL 35576-
Mr.	Carl		Sudduth	West Greene Baptist Church	P.O. Box 738	Livingston	AL 35470
				West Hill Apartments	25770 Highway 82	Gordo	AL 35466
Mr.	William		Jones	Westside Ch of Christ Seniors	516 Bear Creek Rd E	Tuscaloosa	AL 35405
Mr.	Curt		Smith	WJEC/WVSA	P.O. Box 630	Vernon	AL 35592
Mr.	Joseph		Pedker	WLDX	P.O. Box 189	Fayette	AL 35555
Ms.	Mildred		Porter	WQZZ Radio	P.O. Box 70427	Tuscaloosa	AL 35407
Mr.	Dave		McDaniels	WTBC Radio	2110 McFarland Blvd E Ste C	Tuscaloosa	AL 35404
Mr.	Greg		Thomas	WTUG, WTSK, WVEI, WANZ	142 Skyland Blvd	Tuscaloosa	AL 35405
				WTWG	1910 14th Ave N	Columbus	MS 39701
				WUAL-FM	P.O. Box 870370	Tuscaloosa	AL 35487
	News	Room		WVUA Channel 7	P.O. Box 870172	Tuscaloosa	AL 35487
Ms.	Lynn		Brooks	WVUA TV	Box 870172	Tuscaloosa	AL 35487
				Yester Oaks Apartments	612 7th St NE #9	Fayette	AL 35555

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	Mr. Michael A. Talerico	YMCA	2405 Paul Bryant Dr	Tuscaloosa	AL	35401

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