

**Resolution Agreement  
Hales Corners Library  
OCR Case No. 05-23-4008**

Hales Corners Library (Library) enters into this Resolution Agreement (Agreement) to resolve an allegation in the above-referenced case that the restroom in the Library is inaccessible to persons with mobility impairments. Prior to the U.S. Department of Education, Office for Civil Rights (OCR) completing its investigation of the allegation, the Library agreed to resolve it pursuant to Section 302 of OCR's *Case Processing Manual*.

The Library submits this Agreement to ensure its prior and ongoing compliance with Title II of the Americans with Disabilities Act of 1990 (Title II), 42 U.S.C. §§ 12131-12134, and its implementing regulation at 28 C.F.R. Part 35, with respect to the above allegation raised in this complaint. This Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the Library.

**Agreement Provisions:**

- A. By December 31, 2023, the Library will ensure that it provides on the main floor of the Library at least one restroom available to staff and patrons that is in compliance with the *2010 ADA Standards for Accessible Design* (2010 ADA Standards), specifically the ongoing process to convert one bathroom to a unisex bathroom with accessibility must include the following:
1. Install signage for such ADA accessible restroom at proper heights;
  2. Equip restroom door with accessible hardware if it does not already;
  3. If the mirror is positioned over a countertop or faucet fixture, ensure the bottom edge of the reflecting surface of the mirror is not higher than 40 inches above the floor;
  4. The sink in the restroom must ensure adequate floor space to the sink, clearance requirements in extension from the wall, height from the floor and clearance from any pipes or fixtures below the sink; and
  5. The soap dispenser and toilet paper dispenser must meet the standards for height, clearance from toilet and nature in which it dispenses toilet paper.

**Reporting Requirements:**

- 1) By September 1, 2023, the Library shall provide OCR with a written report including documentation detailing the progress it has made in relation to the work required in Provision A.
- 2) By December 31, 2023, the Library shall provide OCR with documentation that the work identified in Provision A has been completed. Documentation should include visual representations that the work has been completed (e.g., photographic and video documentation). Any visual representations should include sufficient detail to demonstrate that the restroom is in compliance with the 2010 ADA Standards.

By signing the resolution agreement, the Library agrees to provide data and other information in a timely manner in accordance with the reporting requirements of this Agreement. During the

monitoring of this Agreement, if necessary, OCR may visit the Library, interview staff and request such additional reports or data as are necessary for OCR to determine whether the Library has fulfilled the terms of the Agreement.

The Library understands that OCR will not close the monitoring of this Agreement until such time as OCR determines that the Library has demonstrated compliance with all the terms of this Agreement and is in compliance with the statute(s) and regulation(s) at issue in the case.

The Library understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice (DOJ) for judicial proceedings in the event of breach. Before initiating such proceedings, OCR will give the Library written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

This Agreement will become effective immediately upon the signature of the Library's representative below.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Title