

UPDATED February 2026

# Town of Griffith

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# Transition Plan

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## Introduction

The Americans with Disabilities Act (ADA) is a civil rights law that protects individuals with

disabilities. This law provides equal access for individuals with disabilities in employment, public accommodations, transportation, state and local government services and telecommunications. There are five titles to the ADA and many requirements, regulations, & guidelines under the ADA law. Town of Griffith is considered an ADA Title II entity. Under Title II and Title III of the ADA regulations, law prohibits public entities, such as any Town of Griffith facility, from discriminating against or excluding a person access to programs, services, or activities based on disability. We must ensure that the following issues are compliant with ADA Title II and accessible to people with disabilities:

- All services and programs offered by the entity
- All aspects of the employment relationship
- Government services conducted by contractors/partners/grant recipients
- Activities of local legislative and judicial branches

In other words, no qualified individual with a disability can be excluded from participation in or denied benefit from services, programs, or activities of a public entity.

## Five Titles of the ADA

### **Title I**

#### **Equal Employment Opportunity for Individuals with Disabilities**

This Title is designed to remove barriers that would deny qualified individuals with disabilities access to the same employment opportunities and benefits available to others without disabilities. Employers must reasonably accommodate the disabilities of qualified applicants or employees unless there is an undue hardship result.

### **Title II**

#### **Nondiscrimination on the Basis of Disability in State and Local Government Services**

This Title prohibits discrimination based on disability by public entities. The public entity is required to provide access to programs, services and activities provided by the state or local government, when viewed in their entirety.

### **Title III**

#### **Nondiscrimination on the Basis of Disability by Public Accommodations and in Commercial Facilities**

This Title prohibits discrimination on the basis of disability by private entities in places of public accommodation. Examples include hotels, restaurants, golf courses, private schools, day care centers, health clubs, etc.

## **Title IV**

### **Telecommunications**

This Title requires telephone companies to develop interstate and intrastate telephone relay services in every state.

## **Title V**

### **Miscellaneous Provisions**

The final Title contains a variety of provisions relating to the ADA, including its relationship to other laws and its impact on insurance providers and benefits.

## **Application of the ADA to Town of Griffith**

Town of Griffith is covered under ADA, Title I - Employment, and Title II - Programs, Services and Activities. The ADA requires the Town to make all its programs, services, and activities readily accessible to and are available by qualified persons with a disability when the programs, services and activities are viewed in their entirety. The Self Evaluation and Transition Plan are cornerstones to documenting and ensuring the Town's effort to create and maintain inclusion as mandated by the ADA.

This document will guide the planning and implementation of necessary programs and facility modifications over the next several years. The ADA self-evaluations and Transition Plan are significant in that they establish the Town's ongoing commitment to the development and maintenance of policies, programs and facilities that include all citizens. The final product is considered a "working" or "living" document and will be modified when barriers are removed, or alterations are made.

In 2021, Butler, Fairman, & Seufert Engineering was hired to assist the Town with a comprehensive evaluation assessing the Town's compliance with the 2010 ADA Requirements & Guidelines and the Section 504 of the Rehabilitation Act of 1973. Butler, Fairman, & Seufert Engineering will use both requirements to assess Town of Griffith's facilities, programs, and services. Butler, Fairman, & Seufert Engineering will offer recommendations to remedy any compliance issues and assist the ADA Coordinator with the composition of this transition plan.

The information outlined in the report will be a summary of the general recommendations provided by Butler, Fairman, & Seufert Engineering.

Any comments, additions or suggestions about this plan may be directed to the ADA Coordinator.

## Program Location & Staffing:

Griffith Town Hall  
111 North Broad Street  
Griffith, IN 46319

### **Town Council:**

Rick Ryfa, President

Lawrence Ballah, Member

James Marker, Member

Tony Hobson, Member

Melissa Robbins, Member

### **ADA Coordinator**

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Town Council President  
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Griffith, IN 46319  
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## ADA Compliance Self Evaluation & Transition Plan:

Town of Griffith's complete Title II ADA Self-Evaluation will be found on the Town's website and will be available in alternative formats upon request.

### **Requirements of Access to Programs, Services and Activities:**

The U.S. Department of Justice (USDOJ) serves as the legislative agency for the ADA and has suggested 13 points of program access for the Self Evaluation Review. These 13 points and administrative requirements were used to set the scope of the review along with all Title II Requirements under the ADA when performing the following comprehensive review of Town of Griffith's programs, services, and activities. The first point of review, listed below, is reason for this Transition Plan.

1. A public entity must examine each program to determine whether any physical barriers to access exist. It should identify steps that need to be taken to enable these programs to be made accessible when viewed in their entirety. If structural changes are necessary, they should be included in the transition plan.

### **Public Involvement**

In accordance with Title II requirements for ADA, a public entity with more than 50 employees must provide an opportunity to interested persons, including individuals with disabilities to participate in the development of the Transition Plan Update by submitting comments. This section of the transition plan will be used for recording public comments, participation, input, and meetings.

### **Sidewalk and Curb Ramp Inventory:**

From 2022 through 2024, the Town of Griffith undertook a significant multi-year initiative to improve pedestrian accessibility and address aging sidewalk infrastructure. This program focused on achieving compliance with the Americans with Disabilities Act (ADA) while replacing deteriorated sidewalks and curb ramps, representing one of the largest sidewalk and curb ramp replacement efforts in the state.

As part of this initiative, approximately 63 miles of sidewalks out of the Town's total 73 miles were replaced, along with the installation of 1,050 ADA-compliant curb ramps and 3,110 driveway aprons. These substantial improvements have brought the Town of Griffith to near full ADA compliance, enhancing safe, continuous, and accessible pedestrian routes for residents, visitors, and individuals of all abilities.

The Town of Griffith remains committed to maintaining and improving accessibility.

### **Access Compliance Assessments of Facilities:**

The following appendixes will be available by Town of Griffith's ADA Coordinator upon request in alternative formats. Facility assessments will be available to the public for 3 years. The Town of Griffith performed physical evaluations that outlined physical barriers and recommended corrections. Each item is prioritized according to 28 C.F.R. § 36.304 Removal of Barriers. Town of Griffith will provide a projected date for completion of each non-compliant item and name a person responsible for the remediation of each issue within the report. Upon completion of each correction of a non-compliant issue, the person responsible for conducting that action will initial and date in that section provided within the report.

To request an alternate format or a copy of the physical evaluations, please contact the ADA Coordinator.

Priorities for planning readily achievable barrier removal projects are:

Priority 1: Accessible approach and entrance

Priority 2: Access to services

Priority 3: Access to restrooms

Priority 4: Any other measures necessary

### **ADA Facility Inventory**

#### **A. Town Hall Building, 111 N. Broad St.**

- a. Exterior
  - i. No issues were identified at this time
- b. Interior
  - i. Has ADA compliant restroom
  - ii. Clerk treasures' reception desk, Building Department and Public Works Department's counters are greater than 36".
  - iii. Required signage needs to be updated with ADA compliant signage

#### **B. Police Station, 115 N. Broad St.**

- a. Exterior
  - i. No issues were identified at this time
- b. Interior
  - i. Has ADA compliant restroom
  - ii. Countertops in lobby are taller than 36".

**C. Senior Center, 345 N. Indiana Ave.**

- a. Exterior
  - i. No issues were identified at this time
- b. Interior –
  - i. Has ADA compliant restroom
    - 1. Restroom dispensers (soap/paper) must be no more than 48 inches to the highest control or operable part.
  - ii. Signage should be mounted to wall on latch side of door

**D. D. Central Fire Stations, 111 N. Broad St.**

- a. Exterior
  - i. No issues were identified at this time
- b. Interior
  - i. Has existing restrooms, not ADA compliant
    - 1. Mirror exceed the maximum height of 40" measured from the floors to the bottom edges of the reflective surfaces.
    - 2. Must have protective covering used on hot water and drainpipes under the lavatories to prevent contact.
    - 3. Restroom dispensers and accessories are not mounted so that there are no more than 48" to the highest controls or operable parts of the dispensers.
    - 4. The tops of the water closet seats exceed the height of 17 to 19 in. from the floor surfaces.
    - 5. Restrooms must have grab bars.
  - ii. ADA compliant signage upgrades throughout the entire building are needed.

**E. North Fire Station, 1601 N. Indiana St.**

- a. Exterior
  - i. No issues were identified at this time
- b. Interior
  - i. No ADA compliant restroom facilities
    - 1. Major remodel would be required to be compliant
  - ii. Stairway needs grab bars on both sides
  - iii. Required signage needs to be updated with ADA compliant signage

**F. South Fire Station, 509 S. Broad St.**

- a. Exterior
  - i. No issues were identified at this time
- b. Interior
  - i. No ADA compliant restroom facilities
    - 1. Major remodel would be required to be compliant
  - ii. Required signage needs to be updated with ADA compliant signage

**G. Franklin Center, 201 Griffith Blvd.**

- a. Exterior
  - i. No issues were identified at this time
- b. Interior
  - i. No ADA compliant facilities (Building is set to be demolished in the next 3-5 years)

**H. Central Park, 600 N. Broad St.**

- a. Exterior
  - i. No issues were identified at this time
- b. Interior
  - i. Has ADA compliant playground and restroom facilities in central restroom building
  - ii. Baseball facilities are due for upgrades in 2027 which will include ADA improvements.

**I. Cheever Park, S.W. corner on Elmer St (Just N. of Elm)**

- a. Exterior
  - i. Has a few spots where walking surface has trip hazards
- b. Interior
  - i. Has restrooms, not ADA compliant
    - i. 1. Major remodel would be required to be compliant

**J. South Park, West of Broad St, South of Avenue D.**

- a. Exterior
  - i. Has a few spots where walking surface has trip hazards and uneven surfaces
- b. Interior
  - i. Has restrooms, not ADA compliant
    - 1. Major remodel would be required to be compliant

**K. Tot Park, 301 N. Indiana St.**

- c. Exterior
  - i. No issues were identified at this time
- d. Interior
  - i. Has ADA compliant playground and restroom facilities

**L. Griffith Soccer Club Fields, 620 S. Broad St.**

- a. Exterior
  - i. Has no walkways to service fields
- b. Interior
  - i. No restroom facilities/has handicap portable toilet

**M. Firefighter's Park, 315 E 37<sup>th</sup> Ave.**

- a. Exterior
  - i. No issues were identified at this time
- b. Interior
  - i. Has ADA compliant playground and restroom facilities

- N. Woodland Park, 1601 W. Pine St.**
- a. Exterior
    - i. No issues were identified at this time
  - b. Interior
    - i. No restroom facilities
- O. 39<sup>th</sup> Lane Park, 614 E 39<sup>th</sup> Ln.**
- a. Exterior
    - i. No issues were identified at this time
  - b. Interior
    - i. No restroom facilities
- P. Franklin Fields Park, 301 N. Griffith Blvd.**
- a. Exterior
    - i. No issues were identified at this time
  - b. Interior
    - i. Has restroom facilities, not ADA compliant.
      - 1. Major remodel would be required to be compliant
- Q. Panther Park, 319 W. Columbia Ave.**
- a. Exterior
    - i. No issues were identified at this time
  - b. Interior
    - i. No restroom facilities
- R. Public Works Main Facility, 134 S. Colfax Ave.**
- a. Exterior
    - i. No issues were identified at this time
  - b. Interior
    - i. Has restroom facilities, not ADA compliant
- S. Parks Department Main Facility, 128 S. Colfax St.**
- a. Exterior
    - i. No issues were identified at this time
  - Interior
    - ii. Has restroom facilities, not ADA compliant
- T. Quad Town Police Training Facility, 630 S Arbogast St.**
- a. Exterior
    - i. No issues were identified at this time
  - b. Interior
    - i. Has ADA compliant restrooms
- U. Animal Control, 121 N. Wood St.**
- a. Exterior
    - i. No issues were identified at this time
  - b. Interior
    - i. Has restroom facilities, not ADA compliant

- The observations and comments presented herein are provided on a building-by-building basis and reflect inspections that were limited due to weather conditions and access constraints. They are not comprehensive, and additional deficiencies may exist that were not identified during this review.

## General Summary

The Town of Griffith at one point were having discussions on building a new ADA compliant Municipal Complex that would replace the old Town Hall and include the Police Department along with a public gathering area. Due to construction cost constantly increasing and ongoing budgetary constraints the Town put this on hold until funds would be available to complete the building project. Like most municipalities, the Town of Griffith faces ongoing budgetary constraints that affect the timing and scope of accessibility improvements. Consequently, upgrades to the current Town facilities will be implemented on a phased basis as funding becomes available or in response to identified barriers or formal complaints.

Notwithstanding these constraints, the Town has demonstrated a continued and good-faith effort toward achieving full compliance with the Americans with Disabilities Act (ADA). Accessibility improvements are systematically incorporated into capital improvement projects, maintenance activities, and infrastructure upgrades as they progress.

The Town’s sidewalk replacement program represented a substantial and initiative-taking step toward ADA compliance. This major infrastructure initiative has significantly improved pedestrian safety and accessibility, providing continuous and accessible travel routes throughout the community and reducing barriers for individuals with disabilities.

## Transition Plan Action Matrix

Barrier	Location	Action Required	Priority	Timeline
Service counters not ADA compliant	All Town-owned buildings	Modify or replace service counters to meet ADA height, knee clearance, and reach range requirements	Medium	0–1 Year
Non-compliant drinking fountains	All Town-owned buildings	To be removed	High	3-6 Months
Inadequate ADA-compliant signage	All Town-owned buildings	Install or replace signage to meet ADA requirements, including tactile characters, Braille, contrast, and mounting height	Low	0-1 Year
Public Restroom accessibility deficiencies (minor)	Select Town-owned buildings	Correct minor deficiencies such as hardware, clearances, mirror height, dispensers, and accessories	High	0–1 Year

<b>Barrier</b>	<b>Location</b>	<b>Action Required</b>	<b>Priority</b>	<b>Timeline</b>
Restroom accessibility deficiencies (major)	Select Town-owned buildings	Perform major restroom renovations to meet ADA requirements for fixtures, clearances, and accessible routes	High	2–5 Years
Non-compliant building entrances	All Town-owned buildings	Evaluate and modify entrances to ensure compliant accessible routes, door hardware, maneuvering clearances, thresholds, and signage	High	0–2 Years

- Priorities reflect the impact on program access and life-safety considerations.
- Timelines may be adjusted based on funding availability, capital improvement planning, and facility usage.
- All improvements shall conform to the 2010 ADA Standards for Accessible Design.