



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Little Rock Area Office**

820 Louisiana St., Suite 200  
Little Rock, AR 72201  
(501) 324-5060  
TTY (501) 324-5481  
FAX (501) 324-5991

**CONCILIATION AGREEMENT**

**In the Matter of:**

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

**and**

**Charge Number: 846-2012-63626**

**John Manz  
1801 Lorene Cove  
Jonesboro, AR 72404**

**Charging Party**

**The City of Jonesboro Police Department  
410 W. Washington  
Jonesboro, AR 72401**

**Respondent**

**\*\*\*\***

An investigation having been made under the Americans with Disabilities Act of 1990 (ADA), as amended, by the U. S. Equal Employment Opportunity Commission (EEOC) and reasonable cause having been found, the parties do resolve and conciliate this matter as follows:

**A. GENERAL PROVISIONS**

1. The Charging Party agrees not to sue Respondent with respect to any of the allegations contained in Charge Number 846-2012-63626. EEOC agrees not to use Charge Number 846-2012-63626 as the jurisdictional basis for recommending to the Department of Justice that a lawsuit be filed against the Respondent. However, nothing in this Agreement shall be construed to preclude EEOC or any aggrieved individual from bringing suit to enforce this Agreement in the event that Respondent fails to perform the promises and representations contained herein or from filing charges in the future for alleged violations falling outside the matters covered by Charge Number 846-2012-63626.
2. EEOC reserves all rights to proceed with respect to matters like and related to these matters

but not covered in this Agreement.

3. Respondent agrees that it shall comply with all requirements of the ADA.
4. The parties agree that there shall be no discrimination or retaliation of any kind against any person because of opposition to any practice declared unlawful under the ADA because of the filing of a charge; giving of testimony or assistance; or participation in any manner in any investigation, proceeding, or hearing under the ADA.
5. The parties agree that EEOC may review compliance with this Agreement.
6. This Agreement shall remain in full force and effect for two years subsequent to the last signature on it.

#### **B. CHARGING PARTY RELIEF**

The Respondent will pay Charging Party \$8,000.00 in damages.

#### **C. COMMISSION RELIEF**

The Respondent agrees to provide training to all employees, supervisors, and managers who are involved in application of accommodations under the ADA. The training will take place with 180 days of execution of this agreement.

#### **D. REPORTING REQUIREMENTS**

Respondent will pay Charging Party within twenty days after this Agreement is executed. The Respondent agrees to send a check, made payable to the Charging Party, to 1801 Lorene Cove, Jonesboro, AR 72404

Respondent agrees to provide a copy of the check and a report, within twenty (20) days after the final signature on this agreement, describing all actions taken to implement the provisions of this agreement. This report will be made to the Director of the Little Rock Area Office, 820 Louisiana Street, Little Rock, AR 72201, and will include documentation to verify the actions taken.

#### **E. CONSENT FOR RELEASE OF NOTICE**

The contents of the Conciliation Agreement and all discussions and/or correspondence associated with such Agreement are confidential and shall not be disclosed by either Respondent or EEOC, except that Respondent will post the Notice required by Section D of this Conciliation Agreement. Conciliation discussions between both parties will be excluded and shall be considered and treated as confidential.

#### **F. SIGNATURES**

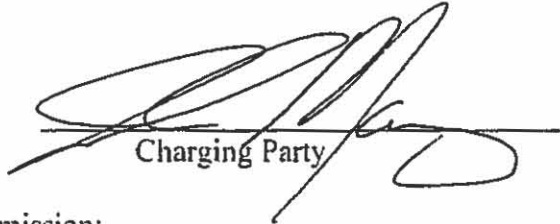
**John Manz v. The City of Jonesboro Police Department**  
**EEOC Charge Number 846-2012-63626**  
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I have read this Agreement and I accept and agree to the provisions.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Respondent

7/30/14  
Date

  
\_\_\_\_\_  
Charging Party

Approved on behalf of the Commission:

\_\_\_\_\_  
Date

\_\_\_\_\_  
William A. Cash, Jr., Area Director