Elkhart County
ADA/Title VI Goals & Accomplishments Report
2025-2027

2025-2026 Accomplishments

The Elkhart County Equal Employment Opportunity (EEO) Committee met four times annually, focusing on their commitment to equal employment of an individual without regard for race, color, age, religion, gender, national origin, disability, genetic information, or any other basis protected by federal or state law.

Elkhart County EEO Committee collected and analyzed data pertaining to equal opportunity through a satisfaction survey and other means, to educate supervisors and improve county equal opportunity.

Separation Questionnaires were distributed to all employees near the end of their employment with the county. Results were tabulated, combined, and presented for discussion, as part of the EEO statistics at the quarterly meeting.

County policies, pertaining to Title VI, were highlighted in the bi-monthly Benefit Flash newsletter to educate and outline Title VI for employees.

Elkhart County Highway Department completed the construction of the County Road 17 Multiuse Path. The path has created an accessible route along a major corridor to the newly constructed courthouse. This project also provided connections to two major trails.

Elkhart County Highway Department completed the construction of a major road project, Sunnyside Overpass. This project has increased accessibility by adding approximately 1.5 miles of ADA compliant sidewalk and curb ramps.

Design has begun on County Road 6 from Ash Road to John Weaver Parkway. This project will include a 10’ wide multi-use path. There will be curb ramps connecting this new path to various existing subdivisions, providing accessible routes.

The design and construction of Bridge 152 was completed with ADA compliance.

Design began for Bridge 265, CR16 over the Little Elkhart River. The existing sidewalk on south side of bridge will be replaced by 10' multi-use path on the south side of the proposed bridge. The new bridge will include a sidewalk on the north side of the proposed bridge.

Design began for Bridge 335 on CR 31 between CR 46 and CR 44. This project will have sidewalks added to either side of the bridge and connect to the existing Elkhart County Parks trails.

Project planning and scoping has begun on various bridge projects including Bridge 361 and Bridge 380 which both include at grade pedestrian rail crossing improvements.

The sidewalks on Bridge 362 (Division St/Blazer Blvd over the Elkhart River between Richmond St and Goshen Ave) will be replaced in 2028. These sidewalks connect residential areas and downtown Elkhart to the Elkhart Freshman Academy and its associated facilities. One of the goals of this project is to eliminate a 2" open joint between the sidewalks and the traffic lanes to reduce hazards for bikes, wheelchair users, and pedestrians. Design began in 2026.

Elkhart County Highway Department began the design phase of Bridge 385. ADA improvements are incorporated into the design of these projects to provide a more accessible route for pedestrians. Sidewalks will be included on both sides of the bridge.

Design began for Bridge 407; a rehabilitation project that will include new accessible connections to the Pumpkinvine Trail.

As subdivision streets were accepted into the county roadway system, mandatory inspections of sidewalks and curb ramps were performed for ADA compliance.

Elkhart County served as an ADA resource for projects within the smaller municipalities, or private developments within Elkhart County.

The ADA transition plan for county buildings was reviewed and updated, by the ADA Coordinator. Inventory of new facilities is planned.

A new Title VI Implementation Plan was adopted in 2026.

Updates were made to the 2023 ADA plan, in anticipation of adoption of a new plan in 2026.

2027 Goals

Elkhart County will review and update equal opportunity ongoing goals on an annual basis and establish new goals as issues/needs are identified.

Elkhart County will continue to distribute Separation Questionnaires and Employee Satisfaction to employees.

Elkhart County will continue to identify and use recruitment sources which may potentially target or encourage minority applicants for employment opportunities with Elkhart County.

Elkhart County Human Resources will follow and/or conduct exit interviews with resigning employees to evaluate cause for separation, issues/problems encountered, and ways to improve.

Elkhart County Human Resources Department will review and update the EEO/Workplace Harassment Policy.

Elkhart County Highway Department will continue the design and construction of Bridges 265, 335, 361, 362, 380, 385, and 407. ADA improvements are incorporated into the design of these projects including sidewalk and curb ramp improvements. Some will incorporate new multi-use paths and connections to exiting trails. All projects will provide more accessible routes for pedestrians.

Elkhart County Highway will continue the design of County Road 6 from Ash Road to John Weaver Parkway. This project will include a 10’ wide multi-use path. There will be curb ramps connecting this new path to various existing subdivisions, providing accessible routes.

Pedestrian facilities will be constructed at CR18, CR13, and CR115 in compliance with the ADA.

The ADA Coordinator will provide a plan to bring existing ramps into compliance as funds are available.

The ADA Coordinator will work with Elkhart County facilities managers as buildings are renovated to work towards full ADA compliance.

The ADA Coordinator and Title VI Coordinator will continue to monitor ADA and Title VI compliance within all county facilities. The ADA transition Plan and Title VI Implementation Plan will be updated accordingly.

The ADA Coordinator will develop and implement Elkhart County specific ADA standards for all projects within the right-of-way in Elkhart County's jurisdiction.

Elkhart County Highway Department will review all publications, bid solicitations, contracts, proposals, etc., for verification of Title VI language.

Elkhart County will strive towards no Title VI or ADA complaints, claims, or grievances.

Respectfully submitted by: Kathryn A. Nikkel

Title: ADA Coordinator/Project Engineer

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