



# NEWS RELEASE

## Chicago Police Department

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### **CHICAGO POLICE DEPARTMENT ADDS FIRST-EVER AMERICANS WITH DISABILITIES ACT COMPLIANCE OFFICER**

*New hire builds on CPD's efforts toward compliance with  
consent decree impartial policing requirements*

**CHICAGO** – The Chicago Police Department today announced Deborah Pascua as the Department's first-ever Americans with Disabilities Act Compliance Officer, who will help ensure meaningful access to CPD programs, services and activities for individuals with disabilities.

Pascua, a retired 27-year veteran of the Chicago Police Department who has worked with CPD on ADA issues since 1994, brings a breadth of experience to the role as a former Equal Employment Opportunity Officer and 1<sup>st</sup> Amendment auditor.

"I'm pleased to welcome Deborah Pascua back to the Chicago Police Department," said Deputy Superintendent Barbara West, who oversees the CPD Office of Constitutional Policing and Reform. "Deborah will serve an instrumental role in ensuring our officers will have the clear policy, training, and direction needed to provide equal protection of the law for all Chicago residents who are living with disabilities."

Pascua will work with the CPD Training Division and other units to provide a comprehensive multi-dimensional ADA compliance plan and training component necessary for achieving compliance with the mandates of the consent decree.

"Ensuring equal access to police services and facilities for persons with disabilities is a major priority for me because we all have family members or friends in the community impacted by a disability," said Pascua. "I look forward to applying my organizational knowledge of CPD, auditing/legal background, and training experience to successfully fulfill this role."

The consent decree mandating a series of reforms throughout the Chicago Police Department requires that CPD designate at least one member as an ADA liaison who will coordinate CPD's efforts to comply with the ADA. The liaison would also regularly review the effectiveness and efficiency of CPD's policies and training as they relate to individuals with disabilities; serve as a

resource to assist CPD members in providing meaningful access to police services for individuals with disabilities; and act as a liaison between CPD and individuals with disabilities.

The addition of Pascua follows the recent hire of the Department's first-ever Language Access Coordinator. Roxana Cortes, who previously served with Chicago Public Schools as a translation specialist, joined the Department last month, and is helping guide CPD's efforts toward compliance with language access policy requirements mandated by the consent decree, as well as from the City of Chicago Office of New Americans.

More information on CPD's efforts toward implementing reform measures and compliance with the consent decree can be found at [www.chicagopolice.org/reform](http://www.chicagopolice.org/reform).

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