



The Board of Commissioners of the County of Allen Title VI Implementation Plan

ORIGINAL PREPARATION: July 2017

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RESOLUTION

A Resolution of the Board of Commissioners of the County of Allen, Indiana Adopting the Title VI Implementation Plan

WHEREAS, the Federal government enacted the Civil Rights Act of 1964, as part of its landmark Civil Rights legislation to prevent discrimination of individuals on the basis of race, color, sex, disability, and national origin relating to employment and to ensure that all individuals are not excluded from participation in, denied the benefits of, or otherwise subjected to discrimination, under any program or activity receiving federal financial assistance.

WHEREAS, throughout the years additional regulations, statutes, directives and executive orders have been passed, which expanded the breadth of Title VI.

WHEREAS, it is a requirement of the Indiana Department of Transportation and the United States Department of Transportation that communities receiving Federal financial assistance adopt a Title VI Implementation Plan.

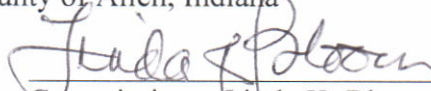
WHEREAS, in compliance with Title VI of the Civil Rights Act of 1964 and the requirements of INDOT and DOT that the Board of Commissioners of the County of Allen shall adopt a Title VI Implementation Plan to provide equal opportunity and equitable services for all citizens of Allen County without regard to race, color, national origin, gender, sex, sexual orientation, age, disability, genetic information, religion, low income status, or limited English proficiency.

NOW, THEREFORE, be it resolved by the Board of Commissioners of the County of Allen, Indiana:

That the Board of Commissioners of the County of Allen hereby adopts the attached Title VI Implementation Plan, which shall be reviewed annually to assess policies and procedures for updates and annual goals as deemed appropriate.

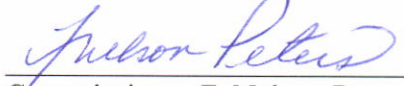
Adopted this ____ day of August 2017.

Board of Commissioners of the County of Allen, Indiana



Commissioner Linda K. Bloom

Commissioner Therese Brown



Commissioner F. Nelson Peters

ATTEST:



Nick Jordan, Allen County Auditor

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I. Introduction

This plan is part of the Board of Commissioners of the County of Allen (Allen County) continual and ongoing effort to comply with Title VI of the Civil Rights Act of 1964, and all related statutes, regulations, directives, and executive orders as required by the Federal Highway Administration (FHWA) and the Indiana Department of Transportation (INDOT). This document communicates Allen County's intent to proactively meet and exceed minimum compliance requirements established under Title VI of the Civil Rights Act of 1964, and all related anti-discrimination statutes, regulations, directives, and executive orders. Allen County strives to comply with civil rights laws and to eliminate discrimination in all areas, not just in a particular program or activity that receives Federal funding.

II. Allen County Non-Discrimination Statement

Allen County values each individual's civil rights and wishes to provide equal opportunity and equitable services for its citizens. As a recipient of federal funds, Allen County is required to conform to Title VI of the Civil Rights Act of 1964, as amended, and all related statutes, regulations, directives, and executive orders, which provide that no person shall be excluded from participation in, denied benefits of, or subjected to discrimination under any program or activity receiving Federal financial assistance from the Federal Government on the grounds of race, color, national origin, gender, sex, sexual orientation, age, disability, genetic information, religion, low income status, or limited English proficiency.

It is the policy of Allen County to comply with Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e; Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107; Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, 42 U.S.C. §§ 4601-4655; 1973 Federal Aid Highway Act, 23 U.S.C. § 324; Title IX of the Education Amendments of 1972, Pub. L. No. 92-318, 86 Stat. 235; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §§ 701 *et seq.*; Civil Rights Restoration Act of 1987, Pub. L. No. 100-259, 102 Stat. 28; Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101 *et seq.*; Title VIII of the Civil Rights Act 1968, 42 U.S.C. §§ 3601-3631; Exec. Order No. 12898, 59 Fed. Reg. 7629 (1994) (Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations); and Exec. Order No. 13166, 65 Fed. Reg. 50121 (2000) (Improving Access to Services for Persons with Limited English Proficiency).

The Civil Rights Restoration Act of 1987, Pub. L. No. 100-259, 102 Stat. 28, broadened the scope of Title VI coverage by expanding the definition of terms "programs or activities" to include all programs or activities of federal-aid recipients, sub-recipients and contractors/consultants, regardless of whether such programs and activities are federally assisted.

Pursuant to the requirements of Section 504 of the Rehabilitation Act of 1973, Pub. L. No. 93-112, 87 Stat. 355, Allen County hereby gives assurance that no qualified disabled person shall, solely by reason of disability, be excluded from participation in, be denied the benefits of or otherwise be subjected to discrimination, including discrimination in employment, under any program or activity that receives or benefits from this federal financial assistance. Allen County also assures that every effort will be made to prevent discrimination through the impacts of its programs, policies and activities on minority and low-income populations. In addition, Allen County will take reasonable

steps to provide meaningful access to services for persons with limited English proficiency (LEP). Allen County will, where necessary and appropriate, revise, update and incorporate nondiscrimination requirements into appropriate manuals, directives, and regulations. Whenever Allen County distributes federal-aid funds to a second-tier sub-recipient, Allen County will include Title VI language in all written agreements.

Allen County further is an Equal Employment Opportunity (EEO) employer. Accordingly, Allen County will not discriminate against or harass employees or applicants for employment based on the individual's race, color, national origin, gender, sex, sexual orientation, age, disability, genetic information, religion, or protected veteran status. Allen County will take affirmative actions to employ, and to advance in employment, all persons without regard to their race, color, national origin, gender, sex, sexual orientation, age, disability, genetic information, religion, or protected veteran status, and to base all employment decisions on valid job requirements and applicant or employee qualifications. This policy applies to all employment actions including, but not limited to, recruiting, hiring, promoting, transferring, demoting, downsizing, terminating, and determining rates of pay or other forms of compensation.

Additionally, retaliation because an employee, applicant, or citizen participating in a program or activity receiving Federal funds has objected to discrimination or harassment, has filed or plans to file a discrimination or harassment complaint, has assisted in a discrimination or harassment investigation, or has otherwise sought to obtain their legal rights under any Federal, State, or Local law is strictly prohibited by Allen County.

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III. Title VI Assurances

Allen County affirms its commitment to nondiscrimination by annually updating its Title VI Implementation Plan and reaffirming its Assurance of Nondiscrimination, incorporated herein and stated as follows:

The Board of Commissioners of the County of Allen (hereinafter referred to as the "Recipient") HEREBY AGREES THAT as a condition to receiving any Federal financial assistance from the Department of Transportation and the Federal Highway Administration, it will comply with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d-42 U.S.C. 2000d-4 (hereinafter referred to as the Act), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations (CFR), Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-Assisted Programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and