

Appendix C

Title VI / ADA Nondiscrimination Notice and Policy





**Board of Commissioners
of
Dubois County**

One Courthouse Square
Jasper, IN 47546
Phone: 812-481-7045
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Chad A. Blessinger

Nick Hostetter

Elmer Brames

DUBOIS COUNTY'S TITLE VI / ADA NON-DISCRIMINATION NOTICE & POLICY

Dubois County, Indiana values each individual's civil rights and wishes to provide equal opportunity and equitable service for the citizens of this state. As a recipient of federal funds, Dubois County, Indiana conforms to Title VI and all related statutes, regulations, and directives, 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 Dubois County, Indiana on the grounds of race, color, age, sex, sexual orientation, gender identity, disability, national origin, religion, income status or limited English proficiency. Dubois County, Indiana further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, regardless of whether those programs and activities are federally funded.

It is the policy of Dubois County, Indiana 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 requirement of Section 504 of the Rehabilitation Act of 1973, Pub. L. No. 93-112, 87 Stat. 355, Dubois County, Indiana 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.



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Dubois County, Indiana 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, Dubois County, Indiana will take reasonable steps to provide meaningful access to services for persons with limited English proficiency (LEP). Dubois County, Indiana will, where necessary and appropriate, revise, update and incorporate nondiscrimination requirements into appropriate manuals, directives and regulations.

Whenever Dubois County, Indiana distributes federal-aid funds to a second-tier sub recipient, Dubois County, Indiana will include Title VI language in all written agreements.

The following individuals have been identified as Dubois County, Indiana's Title VI and ADA Coordinators and are responsible for initiating and monitoring Title VI / ADA activities, preparing reports and performing other responsibilities, as required by 23 C.F.R. § 200 and 49 C.F.R. § 21.

Brent A. Wendholt, P.E.
County Highway Engineer/ ADA Coordinator
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Jasper, IN 47546
(812) 482-5505
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Markie Rhodes
Human Resources/ Title VI Coordinator
One Courthouse Square
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jmrhodes@duboiscountyin.org

Dubois County, Indiana affirms its commitment to nondiscrimination annually by publishing its Annual Title VI Implementation Plan and reaffirming its Assurances of Nondiscrimination.