



Title VI and General Non-Discrimination Policy for the City of Elkhart, Indiana

Policy Statement

The City of Elkhart, Indiana (Elkhart) is committed to a policy of inclusiveness, fairness, and accessibility of its programs, activities and services to all persons in Elkhart. As provided by Title VI of the Civil Rights Act of 1964 and all related statutes, the City Elkhart assures that no person shall on the grounds of race, color, national origin, age or disability be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any City of Elkhart program, activity or service. The City of Elkhart further assures every effort will be made to ensure non-discrimination in all of its program, activities and services, whether those program, activities and services are federally funded or not. In the event the City of Elkhart distributes Federal aid funds to another entity, the City of Elkhart will include Title VI language in all written agreements.

Pursuant to Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987, the City of Elkhart will not exclude from participation in, deny the benefits of, or subject to discrimination any individual on the grounds of race, color or national origin.

Definition of Federal Finance Assistance and Recipients Affected

Federal financial assistance is defined as any Federal dollars that are assigned to the City of Elkhart to support any program, activity or service by way of grant, loan or contract, other than a contract of insurance or guaranty.

Specific Forms of Discrimination Prohibited

The City of Elkhart's efforts to prevent discrimination are not limited to:

- The denial of services, financial aid, or other benefits provided under a program
- Distinctions in the quality, quantity, or manner in which the benefit is provided.
- Segregation or separation of persons in any part of the program.
- Restriction in the enjoyment of any advantages, privileges, or other benefits provided to others.
- Different standards or requirements for participation.
- Methods of administration which directly or indirectly or through contractual relationships would defeat or impact the accomplishment of effective nondiscrimination.
- Discrimination in any activities or services related to all highway, infrastructure or facility built or repaired in whole or in part with Federal funds.
- Discrimination in any employment resulting from programs or services, the primary purpose of which is to provide employment.

Title VI Coordinator and Complaint Process

The Title VI Coordinator for Elkhart shall be appointed by the Mayor. Title VI Complaints shall be processed in the same manner and under the same rules as those established for the Human Relations Commission.

Approved and signed by me this _____ day of _____ 2020

Rod Roberson, Mayor