

CIVIL RIGHTS COMPLIANCE

It is the policy of the Forsyth County Office of Environmental Assistance and Protection (FCEAP) that: No person shall, on the ground of **race, color, national origin, sex, age or disability**, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance, as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, the Rehabilitation Act of 1973, and all other related nondiscrimination laws and requirements.

What is Title VI?

Title VI of the Civil Rights Act of 1964 (42 U.S.C. Section 2000d) provides that, “No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.” The 1987 Civil Rights Restoration Act (P.L. 100-259) expanded the definition of “programs and activities” to include all programs and activities of federal aid recipients, sub-recipients and contractors, whether such programs and activities are federally assisted or not.

Related nondiscrimination authorities include, but are not limited to: Section 504 of the Rehabilitation Act of 1973, as amended; the Age Discrimination Act of 1975 as amended; Title IX of the Education Amendments of 1972; Section 508 of the Rehabilitation Act of 1973. Title VI also applies to recipients of federal financial assistance that passes through FCEAP in the form of grants, contracts or subcontracts.

Title VI requires that FCEAP take the following actions to ensure the Office’s compliance with federal law:

- Ensuring that all contractors, sub-contractors, and sub-recipients awarded FCEAP funded contracts and grants adhere to Title VI and all applicable laws, regulations and rules.
- Provision of free language assistance to limited English proficient (LEP) persons; and
- Inclusion of statement of assurances of Title VI compliance in all procurement and grant contracts.

FCEAP is committed to ensuring all management staff, contractors and service beneficiaries are aware of the provisions of and responsibilities associated with Title VI of the Civil Rights Act of 1964.

How may I file a discrimination complaint?

You may file a signed, written complaint with the FCEAP Director within one hundred eighty (180) calendar days of the alleged discriminatory act. It should provide:

- Your name, address and telephone number. Your complaint must be signed. If you are filing on behalf of another person, include your name, address, telephone number and your relation to that person (e.g., friend, attorney, parent, etc.).
- The name and address of the company, agency, institution, or department you believe discriminated against you.
- Describe what happened, when, where you believe you were discriminated against. Include as much background information as possible about the alleged acts of

discrimination. Include the names of individuals whom you allege discriminated against you and individuals who were witnesses to any incident.

- Include the names of any persons that may be contacted for additional information about your allegations.

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