



# 2020 Title VI Goals & 2019 Accomplishments Report

Prepared by

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## TITLE VI GOALS

1. Continue to develop and distribute an annual ADA & Title VI Newsletter to County Departments providing useful information related to nondiscrimination policies and regulations and reminder to employees to report any complaints of discrimination and any encounters with LEP individuals.
2. Continue to publish annually a nondiscrimination statement in the local newspaper.
3. Continue to post an annual Title VI Nondiscrimination Notice of Nondiscrimination in all Perry County buildings, signed by the current Commissioner President.
4. Continue to monitor and use Census data, reports from County Departments, voluntary surveys, and any other methods available to ensure that minority populations and LEP individuals have meaningful access to the County's programs, activities and services.
5. Continue to keep a current list of federally-funded transportation projects and ensure that nondiscrimination language continues to be used in contracts.

## ACCOMPLISHMENTS

**Goal # 1:** Continue to develop and distribute ADA & Title VI Newsletters to County Departments which will contain reminders to current and new employees to review and abide by Perry County's Title VI implementation Plan and Policies.

The ADA & Title VI Coordinator distributed to all County Departments the second issue of Perry County's ADA & Title VI Newsletter (**Appendix A**), dated January 2020. The Newsletter provided Departments with useful information, links, and reminders. The Newsletter also included a short quiz to test their knowledge about nondiscrimination regulations and requirements.

**Goal # 2:** Continue to publish annual a nondiscrimination statement in the local newspaper.

Below is the nondiscrimination statement that was published in the Perry County News on April 4, 2019. A scanned copy of the published ad is in **Appendix B**:

### NOTICE OF NONDISCRIMINATION

Perry County values each individual's civil rights and intends to provide equal opportunity and equitable service for the citizens of this county. As a recipient of federal funds, Perry County will conform to Title VI of the Civil Rights Act of 1964 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 on the grounds of race, color, age, sex, sexual orientation, gender identity, disability, national origin, religion, income status, or limited English proficiency.

Pursuant to Title II of the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and implementing regulations, Perry County will not discriminate against qualified individuals with disabilities in its policies, or in the admission of, access to, treatment of or employment in its programs, services or activities. Upon request, Perry County will use its best efforts to provide appropriate auxiliary aids and services to facilitate effective communication for qualified persons with disabilities and will make reasonable modifications to policies and programs to ensure that they have an equal opportunity to enjoy its programs and activities. Perry County will not place a surcharge on qualified individuals with disabilities to cover the cost of providing auxiliary aids, services or reasonable modifications of policies. Perry County is not required to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial burden or administrative burden.

For more information visit [www.perrycounty.in.gov](http://www.perrycounty.in.gov). Comments or complaints should be directed to Perry County's ADA & Title VI Coordinator Teresa Kanneberg, 2219 Payne Street, Tell City, IN 47586, (812) 547-2758, [CountyAdmin@perrycounty.in.gov](mailto:CountyAdmin@perrycounty.in.gov).

**Goal # 3:** Continue to post an annual Title VI Notice of Nondiscrimination in all Perry County buildings, signed by the Commissioner President.

A Title VI Notice of Nondiscrimination (**Appendix C**) was signed by the current Commissioner President and copies were distributed to Departments located in all Perry County buildings to be posted in public viewing areas.

**Goal # 4:** Continue to monitor and use Census data, reports from County Departments, voluntary surveys, and any other methods available to ensure that minority populations and LEP individuals have meaningful access to the County's programs, activities and services.

Updated Census data may be viewed in the 2020 Title VI Implementation Plan. Census data reported in the 2018 American Community Survey (ACS) shows that 99.6% of Perry County's population age 5 and older can speak English very well.

This past year, no Public Involvement Surveys were submitted, and no LEP Encounters were reported by County Departments.

**Goal # 5:** Keep a current list of federally-funded transportation projects and ensure that nondiscrimination language continues to be used in contracts

Perry County currently has two federally-funded road projects in progress:

**Des No 1400830 – Switzer Road \$3,932,800.00 Federal Aid Project (80% match)**

Perry County is currently in the Construction and Construction Engineering phases of this federally funded transportation project. The project is expected to be completed in June 2020. All consulting and engineering contracts for this project contain the required nondiscrimination clauses and language and have been reviewed and approved by Indiana Department of Transportation (INDOT) prior to execution.

**Des No 1802903 – River Road est. \$5,852,000.00 Federal Aid Project (80% match)**

Perry County is in the early stage of the Preliminary Engineering phase of this project, funded by an 80% match of \$428,000.00. Estimated Construction letting is January 2024.

# **APPENDIX A**

**Perry County ADA & Title VI Newsletter**

**Issue 2 - January, 2020**

# PERRY COUNTY ADA & TITLE VI NEWSLETTER



Issue 2 January, 2020

Nondiscrimination Orientation & Training



03/2017

Presented by  
Teresa Kanneberg  
Perry County ADA & Title VI Coordinator

## \*\* ATTENTION ALL NEW EMPLOYEES \*\* NONDISCRIMINATION ORIENTATION REQUIRED

All new employees are required to view the *Nondiscrimination Orientation & Training Presentation* which can be found on the Perry County Employee Portal. Afterward, please print and sign the *Employee Acknowledgement* and turn it in to the ADA & Title VI Coordinator.

All Perry County employees should be familiar with Perry County's ADA and Title VI Plans and Policies and know what to do if someone has an allegation or complaint of discrimination. Learn more by viewing the County's ADA and Title VI Resources at [www.perrycounty.IN.gov](http://www.perrycounty.IN.gov).



## HAVE YOU RECEIVED ANY COMPLAINTS OF DISCRIMINATION?

Please remember to report to the ADA & Title VI Coordinator when someone makes a discrimination allegation or complaint in your department, even if a formal complaint is not made. All allegations and complaints are recorded and kept on file by the ADA & Title VI Coordinator.



Americans with Disabilities Act

## USEFUL INFO ABOUT ADA & EMPLOYMENT (TITLE I)

<https://askjan.org> **Job Accommodation Network** – free, expert, and confidential guidance on workplace accommodations and disability employment issues.

<https://www.eeoc.gov> **Equal Employment Opportunity Commission** - enforces laws that make it illegal to discriminate against a job applicant or employee.

## ADA INFORMATION & TRAINING OPPORTUNITIES

Visit <http://www.adainfo.org>.





TRUE or FALSE

- \_\_\_ 1. Title II of the Americans with Disabilities Act of 1990 prohibits discrimination in all programs and activities of state and local governments, regardless of whether they receive federal financial assistance.
- \_\_\_ 2. In situations where it is not apparent that a dog is a service animal, an employee of a public entity may ask only two questions: 1) is the animal required because of a disability? and 2) what work or task has the dog been trained to perform?
- \_\_\_ 3. If an employee with a disability requires an accommodation in the workplace, the employer must provide the specific accommodation that the employee requested.
- \_\_\_ 4. A reasonable accommodation is any modification or adjustment to a job or work environment that will enable an applicant or employee with a disability to participate in the application process or to perform essential job functions.
- \_\_\_ 5. If a person with a speech disability isn't able to communicate effectively with an employee of a public entity, the person with the disability is required to bring a family member or friend to communicate on his/her behalf.
- \_\_\_ 6. When there are several qualified applicants for a job and one of the applicants has a disability, the ADA requires the employer to give preference to the applicant with the disability.
- \_\_\_ 7. Public entities with 50 or more employees are required to have an ADA Coordinator, establish a grievance procedure, and develop a transition plan.
- \_\_\_ 8. Title VI of the Civil Rights Act of 1964 states that no person in the United States shall on the grounds 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.
- \_\_\_ 9. If someone in your office makes an allegation or complaint of discrimination, you should let that person know that Perry County has a grievance procedure and that he/she may file a complaint.
- \_\_\_ 10. You should report to the ADA & Title VI Coordinator when there are instances when you were not able to communicate effectively with individuals with disabilities or who could not read or speak English.

# **APPENDIX B**

## **Notice of Nondiscrimination Published in Newspaper**

**NOTICE OF NONDISCRIMINATION**

Perry County values each individual's civil rights and intends to provide equal opportunity and equitable service for the citizens of this county. As a recipient of federal funds, Perry County will conform to Title VI of the Civil Rights Act of 1964 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 on the grounds of race, color, age, sex, sexual orientation, gender identity, disability, national origin, religion, income status, or limited English proficiency.

Pursuant to Title II of the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and implementing regulations, Perry County will not discriminate against qualified individuals with disabilities in its policies, or in the admission of, access to, treatment of or employment in its programs, services or activities. Upon request, Perry County will use its best efforts to provide appropriate auxiliary aids and services to facilitate effective communication for qualified persons with disabilities and will make reasonable modifications to policies and programs to ensure that they have an equal opportunity to enjoy its programs and activities. Perry County will not place a surcharge on qualified individuals with disabilities to cover the cost of providing auxiliary aids, services or reasonable modifications of policies. Perry County is not required to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

For more information visit [www.perrycounty.in.gov](http://www.perrycounty.in.gov). Comments or complaints should be directed to Perry County's ADA & Title VI Coordinator Teresa Kanneberg, 2219 Payne Street, Tell City, IN 47586, (812) 547-2758, [CountyAdmin@perrycounty.in.gov](mailto:CountyAdmin@perrycounty.in.gov).

April 4

hspaxlp

# **APPENDIX C**

## **Title VI Notice of Nondiscrimination**



## TITLE VI NOTICE OF NONDISCRIMINATION

Perry County values each individual's civil rights and intends to provide equal opportunity and equitable service for the citizens of this county. As a recipient of federal funds, Perry County will conform 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 on the grounds of race, color, age, sex, sexual orientation, gender identity, disability, national origin, religion, income status, or limited English proficiency. Perry County 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 Perry 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. §§ 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, subrecipients 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, Perry County hereby gives assurance that no qualified disabled person shall, solely by reason of disability, be excluded from participation in, be denied benefits of or otherwise be subjected to discrimination, including discrimination in employment, under any program or activity that receives benefits from this federal financial assistance.

Perry 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 compliance with the requirements of Environmental Justice (EJ) regulations. In addition, Perry County will take reasonable steps to provide meaningful access to services for persons with limited English proficiency (LEP). Perry County will, where necessary and appropriate, revise, update and incorporate nondiscrimination requirements into appropriate manuals, directives and regulations.

Whenever Perry County distributes federal-aid funds to a second-tier subrecipient, Perry County will include Title VI language in all written agreements.

The following individual has been identified as Perry County's ADA and Title VI Coordinator and is responsible for initiating and monitoring Title VI activities, preparing reports and performing other responsibilities, as required by 23 C.F.R. § 200 and 49 C.F.R. § 21 and is specifically designated as Perry County's responsible individual to coordinate, maintain, and report Perry County's Title VI compliance efforts to INDOT and other Federal Agencies as required.

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

/s/ Randy Kleaving  
President  
Perry County Board of Commissioners

02/04/2019  
Date