

APPENDIX B

PERRY COUNTY'S PUBLIC NOTICES



**NOTICE OF NONDISCRIMINATION UNDER
THE AMERICANS WITH DISABILITIES ACT AND
SECTION 504 OF THE REHABILITATION ACT OF 1973**

Pursuant to Title II of the Americans with Disabilities Act as amended (ADA) of 1990 (42 U.S.C. §§12101 et seq.) and Section 504 of the Rehabilitation Act of 1973, as amended (Section 504) (29 U.S.C. §794) and implementing regulations found in 28 CFR 35 and 49 CFR 27, Perry County does 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 so that they have an equal opportunity to obtain the same result, to gain the same benefit or to reach the same level of achievement as provided to others. These efforts may include providing qualified sign language interpreters, Brailled documents, and other products and services to make communications accessible to individuals with speech, hearing and vision impairments.

Upon request, Perry County will make reasonable modifications to policies and programs to ensure that qualified individuals with disabilities have an equal opportunity to enjoy its programs and activities. 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.

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.

Inquiries or complaints regarding Section 504 or the ADA should be directed to Teresa Kanneberg, ADA & Title VI Coordinator, Perry County Courthouse Administration Office, 2219 Payne Street, Tell City, IN 47586, (812) 547-2758, E-mail CountyAdmin@perrycounty.IN.gov. Perry County will investigate all complaints in accordance with Perry County's ADA Grievance Policy, and promptly take any remedial action deemed necessary to provide an equitable resolution to overcome the effects of a substantiated violation.

President
Perry County Board of Commissioners

Date

*www.perrycounty.in.gov
An Equal Opportunity Employer*

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.

Teresa Kanneberg
Perry County ADA & Title VI Coordinator
Perry County Courthouse
2219 Payne Street
Tell City, IN 47586
Office: (812) 547-2758
Fax: (812) 547-9786
E-mail: CountyAdmin@perrycounty.IN.gov

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

(Published annually in The Perry County News)

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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.

More information about Perry County's nondiscrimination policies may be found at www.perrycounty.in.gov. Inquiries, comments or complaints should be directed to Perry County ADA & Title VI Coordinator Teresa Kanneberg, 2219 Payne Street, Tell City, IN 47586, (812) 547-2758, Email CountyAdmin@perrycounty.IN.gov.



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All Perry County employees are expected to consider, respect and observe nondiscrimination laws and Perry County's Nondiscrimination policies in their daily work responsibilities and interactions with other employees and the public. Perry County employees should work to prevent and alleviate any barriers to service or public use that would restrict public access or usage and take prompt and reasonable action to avoid or minimize discrimination incidences. If another employee or citizen approaches with a question, concern or complaint regarding discrimination, please refer them to Perry County's ADA & Title VI Coordinator:

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Employee Name: _____ Date: _____
(Please Print)

Employee Signature: _____ Dept: _____

Employee signature confirms receipt and understanding of Perry County's Title VI policy.