



2023 Title VI Goals & 2022 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. Obtain a current list of federally-funded projects, review and assure that nondiscrimination language continues to be used in contracts and subcontracts.

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 Fifth issue of Perry County's ADA & Title VI Newsletter (**Appendix A**), dated January 2023. Newsletters provide Departments with useful information, reminders to report any complaints of discrimination, any encounters with persons with limited English proficiency, and any accommodations or modifications made for persons with disabilities, and useful links to websites with information about the ADA and Title VI.

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

Below is the nondiscrimination statement that was sent to be published in the Perry County News on January 18, 2023:

PERRY COUNTY 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. Comments or complaints should be directed to Perry County's ADA & Title VI Coordinator Kevin Herp, 2219 Payne Street, Tell City, IN 47586, (812) 547-2506, pcveterans@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 B**) 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 2023 Title VI Implementation Plan. Since a limited amount of population data is available from the 2020 Decennial Census at the time of this report, population data that is available along with data from the 2019 American Community Survey (ACS) still indicates that the probability of having interactions with Perry County residents who don't speak English would be very low.

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

Goal # 5: Continue to 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 federal aid road and bridge projects that are administered through Indiana Department of Transportation (INDOT) and involve subcontracts with consultants:

River Road

Perry County is currently in the Preliminary Engineering phase of this project. Contracts with INDOT, consultants and subcontractors are reviewed by INDOT and assured that they contain appropriate nondiscrimination language.

Bridge Inspections

Perry County is currently in the fourth year of a four-year bridge inspection cycle. Contracts with INDOT, consultants and subcontractors are reviewed by INDOT and assured that they contain appropriate nondiscrimination language.

APPENDIX A

Perry County ADA & Title VI Newsletter

Issue 5 - January, 2023

PERRY COUNTY ADA & TITLE VI NEWSLETTER



Issue 5 January, 2023



DO YOU KNOW?

You can probably recognize these images and know that they mean regarding assisting individuals with disabilities, but do you know what the County's responsibilities are regarding the Americans with Disabilities Act (ADA)? As a local government entity and recipient of federal financial assistance, Perry County must abide by regulations of the ADA as well Title VI of the

Civil Rights Act and other nondiscrimination laws, regulations, and directives that prohibit discrimination in any government programs or services based on the grounds of disability, race, color, national origin, religion, age, sex, sexual orientation, gender identity, income status, or limited English proficiency.



ORIENTATION & TRAINING

Updated Perry County ADA and Title VI Resources and Plans may be viewed on the County's website, www.perrycounty.IN.gov. The link is located under "About Perry County". All new employees should view the *Nondiscrimination Orientation & Training Presentation* located in the Perry County Employee Portal. Afterward, they should print and sign the *Employee Acknowledgement* and turn it in to Kevin Herp, Perry County's ADA & Title VI Coordinator.



PLEASE REPORT ANY COMPLAINTS OF DISCRIMINATION

If allegations or complaints of discrimination are made in your department, please advise them that they may file a complaint. Perry County has policies and forms in place which can be found in the ADA & Title VI Resources section on our website.

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.

Please also document and report to the ADA & Title VI Coordinator when you have any encounters with persons that cannot speak, read or understand English and/or when accommodations or modifications were made for persons with disabilities.



Americans with Disabilities Act

USEFUL INFO ABOUT ADA & EMPLOYMENT

<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>.

APPENDIX B

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 Cole.
President
Perry County Board of Commissioners

01/23/2023
Date