

TITLE VI IMPLEMENTATION PLAN

PIKE COUNTY, INDIANA

Approved by the Pike County Board of Commissioners

May 16, 2016

Last update June

Prepared by:

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Title VI Coordinator

Title VI Implementation Plan

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I. Introduction

This plan is part of Pike County's continual and ongoing effort to comply with civil rights regulations. This document communicates the County's intent to proactively meet and exceed minimum compliance requirements established under Title VI of the Civil Rights Act of 1964 (Title VI), 49 CFR § 26, and the related anti-discrimination statutes and regulations. Pike County strives to provide continued transparency, clarity, and technical guidance for internal and external constituents regarding its Title VI program.

II. Pike County Title VI Mission Statement

Pike County will implement compliance with Title VI CFR § 26; and its related statutes and regulations to ensure that no person is excluded from participation in, denied the benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance from the U.S Department of Transportation (DOT) on the grounds of race, color, or national origin.

III. Pike County Non-Discrimination Statement

Pike County values each individual's civil rights and wishes to provide equal opportunity and equitable service for the citizens of this county. As a recipient of federal funds, Pike County is required to 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 under any program or activity receiving federal financial assistance from the DOT on the grounds of race, color, age, sex, disability, national origin, or income status.

IV. Title VI Assurances

These are standard U.S. DOT assurances that outline the County's guarantee for compliance with Title VI of the Civil Rights Act of 1964 as a recipient of federal financial assistance. The executed assurances are included in the following pages.

V. Title VI Compliance Responsibilities

A. Title VI Coordinator & ADA Coordinator

The Title VI Coordinator and ADA Coordinator work to oversee the coordination of Pike County's compliance with Title VI and Section 504 statutes, regulations, and directives. This coordinator reports directly to the County Commissioners. Responsibilities include, but are not limited to:

- ❖ Implementing Pike County's Title VI and ADA Transition Plans
- ❖ Assisting with the development of processes and procedures for the investigation of complaints filed under Title VI and ADA
- ❖ Coordinating Title VI and ADA program development with Title VI/ADA Liaisons.
- ❖ Preparing required reports as necessary
- ❖ Participating in the design, development and dissemination of the Title VI and ADA information to the public; and
- ❖ Updating Pike County's Title VI Implementation Plan and ADA Transition Plan as required.

B. Title VI/ADA Liaisons

This interdisciplinary team is composed of department heads from each department in Pike County. They are responsible for the following:

- ❖ Ensure compliance with Title VI and related nondiscrimination laws
- ❖ Remove programmatic and architectural barriers from programs and activities in accordance with relevant nondiscrimination laws
- ❖ Ensure meaningful access to County services and programs to minorities, person with limited English proficiencies and low-income persons; and
- ❖ Provide input in the development and review of the Title VI and ADA implementation plans

C. Coordinator & Liaison Contact Information

All concerns should be directed to the Title VI/ADA Coordinator; however, additional contacts for each department are listed below.

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DEPARTMENT	CONTACT	PHONE	EMAIL
Title VI/ADA Coordinator Commissioners Office	Kristi Dischinger	812-354-8448	kdischinger@pikecounty.in.gov
Health Department	Amy Gladish	812-354-8797	agladish@pikecounty.in.gov
Veterans' Office	Dennis Weitkamp	812-354-6245	veterans@pikecounty.in.gov
Probation Department	Chris Yon	812-354-8034	cyon@pikeco.org
IV-D/Child Support	Connie Grable	812-354-2780	cgrable@pikeco.org
Extension Office	Brooke Goble	812-354-6838	bgoble5@purdue.edu
Treasurer's Office	Susan Brittain	812-354-6363	pctre@pikeco.org
Auditor's Office	Judy Gumbel	812-354-6451	jgumbel@pikecounty.in.gov
Assessor's Office	Mike Goodpaster	812-354-6584	assessor@pikecounty.in.gov
Recorder's Office	Misty Coleman	812-354-6767	pcrec@pikecounty.in.gov
Clerk's Office	Lana Griffith	812-354-6025	pcoclerk@pikecounty.in.gov
Circuit Court	Judge Biesterveld	812-354-6026	
Park & Recreation		812-354-6798	pridescreekadmin@pikecounty.in.gov
Prosecutor's Office	Darrin McDonald	812-354-8761	pikedepros@hotmail.com
Small Claims Court	Judge Gilmore	812-354-8480	smallclaimsreferee@pikecounty.in.gov
Custodian	Jerry Blackwell	812-354-8510	
Surveyor's Office	Rich Williams	812-354-9736	rwilliams01@juno.com
Sheriff's Office	Jason McKinney	812-354-6024	jmckinney@pikecountysheriffsoffice.com
EMS	Chris Young	812-354-8796	cyoung@pikecountyems.com
Highway Garage	Josh Byrd	812-354-9743	josh.byrd@pikecounty.in.gov
Pike County Solid Waste Management District	Donnie Poehlein	812-354-2924	pikeswmd@pikecounty.in.gov
Pike County Soil & Water	Amity Traylor	812-354-6120	amity.traylor@in.nacdnet.net

VI. Title VI Compliance Review Process

Once formally adopted, Pike County will provide an internal assessment of its Title VI compliance effort.

VII. External Complaint Process

Pike County will promptly investigate all properly submitted complaints of alleged discrimination. Pike County will also attempt to resolve such complaints and take corrective action upon a finding of a substantiated complaint.

A. Complaint Investigation Procedures

The Title VI/ADA coordinator will make a determination to accept, reject, or refer to the appropriate agency a complaint within seven working days of its receipt. Pike County will determine whether the person or entity purportedly engaged in the alleged discriminatory act as a sub-recipient of federal funds. If the complaint does not specifically mention that the alleged discriminatory actor is a sub-recipient of federal funds, Pike County may presume so in deciding whether to accept the complaint for further processing.

These procedures apply to all complaints filed under Title VI of the Civil Rights Act of 1964 and its related statutes, regulations and directives; the American with Disability Act of 1990, as amended; and Section 504 of the Vocational Rehabilitation Act of 1973. These procedures do not affect the right of the Complainant to file formal complaints with other state or federal agencies or to seek private counsel for complaints alleging discrimination. These procedures are part of an administrative process that does not provide for remedies that include punitive damages or compensatory remuneration for the Complainant.

Pike County will make every effort to facilitate a voluntary early resolution of complaints at the lowest level possible. The County may exercise the option of informal resolution at any stage of the process.

B. Who May File a Complaint

Any person who believes that he or she has been excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any Pike County service, program, or activity whether federally funded or not, based on their race, color, national origin, gender, age, disability, religion, ancestry, income status, or Limited English

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Proficiency may file a complaint. A complainant's representative may also file a complaint on the behalf of such a person.

C. Timeliness of Complaints

For a Complaint to be considered timely, it must be filed within 180 calendar days after the alleged incident has occurred. The file date of complaint is the earlier of the postmark or date received by Pike County.

D. Location/Availability of Complaint Forms

Pike County will make complaint forms available via email, fax or United States mail. Persons may contact the Title VI/ADA Coordinator to request a copy of the complaint form. Copies of the complaint forms in alternative methods may be available upon request.

E. How to File a Complaint

A complainant may file his or her complaint by mail, facsimile, or email. Any person with a disability may request to file his or her complaint using an alternative format. Pike County will acknowledge complaints received by fax or email and will process them once the County establishes the identity of the complainant. Complainants must mail a signed, original copy of the fax or email transmittal to the County to begin the complaint process. Pike County does not require a complainant to use the County complaint form for submitting his or her complaint.

Direct Title VI and/or ADA Complaints to:

Kristi Dischinger, Title VI/ ADA Coordinator
Pike County Commissioners' Office
801 E Main Street
Petersburg, IN 47567
kdischinger@pikecounty.in.gov
812-354-8448

F. Elements of a Complete Complaint

A complete complaint is written and signed. Verbal complaints must be reduced to writing and provided to the complainant for confirmation, review, and signature before processing. The complaint form is available in the appendix of this report.

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Additionally, a complete complaint is filed within 180 calendar days of the alleged discriminatory act(s) and includes at minimum the following information:

- The full name and address of the complainant
- The full name and address of the respondent, the individual, agency, department, or program that allegedly discriminated against said complainant; and
- A description of the alleged discriminatory act(s) that violated the complainant's Title VI rights and the date of occurrence.

The following items are not acceptable as a complete complaint:

- Anonymous complaints
- Inquiries seeking advice or information
- Newspaper articles
- Courtesy copies of court pleadings
- Courtesy copies of complaints addressed to other agencies
- Courtesy copies of internal grievances
- Oral complaints

The Title VI/ADA Coordinator shall notify the complainant in writing if his or her complaint is incomplete and allot 15 calendar days for the complainant to respond and provide the supplemental information needed to complete the complaint.

G. Processing Complaints

The Title VI/ADA Coordinator will process all complaints and will:

- Maintain a log of all complaints
- Acknowledge receipt of a complaint and inform the complainant of the action taken or proposed action to be taken to process the complaint
- Inform respondent of allegations and request a position statement and response to all aspects of the complainant's allegations
- Coordinate investigation and assign a staff member to the case
- Contact the complainant at the conclusion of the investigation

H. Corrective Action

If Pike County recommends corrective action, the County will give the respondent 30 calendar days to inform the County of the actions taken for compliance. The Title VI/ADA Coordinator shall monitor the respondent's corrective action compliance.

Corrective action may include actions that the respondent will complete at a future date of the initial 30 days and must include project time in which the respondent will complete the action.

If the respondent has not taken the recommended corrective action within the 30 day period allowed, Pike County will for the respondent to be in compliance with Title VI and its implementing regulations. Noncompliance not corrected by informal means as described above may be subject to sanctions as per 49 CFR § 21.13.

I. Pre-Investigative/Administrative Closures

It is the general practice of Pike County to investigate all complete complaints; however, the County may administratively close a complaint at its discretion. The types of complaints that may be administratively closed and will not be investigated include, but are not limited, the following:

- Complaints that fail to state a claim or provide any substantial or coherent claim
- Complaints that are outside the scope of Pike County's Title VI jurisdiction
- Untimely complaints filed more than 180 days after the alleged discriminatory acts
- Complaints voluntarily withdrawn by the complainant
- Complaints in which the investigation has been impaired by the County's ability to locate complainant
- Complaints that are a continuation of a pattern of previously filed complaints involving the same or similar allegations against the same recipient or other recipients that repeatedly have been found factually or legally unsubstantiated by Pike County
- Complaints containing the same allegations and issue that have been addressed in a recently closed complaint or compliance review conducted by the County
- Complaints containing allegations that are foreclosed by previous decisions by the Federal Courts, Department of Justice, or County policy determinations
- Complaints filed for complainants or parties who refuse to cooperate with the investigation and whose lack of cooperation substantially impairs the completion of the investigation; and
- Complaints transferred to another agency for investigation; and
- Complaints where the death of a complainant makes it impossible to investigate the allegations fully

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Pike County shall notify complainant in writing when a determination is made to administratively close a case without further investigation. The notification shall include an explanation of the basis for administrative close.

J. Confidentiality

In accordance with DOT Order 1000.12, Pike County shall keep all complainants' identities confidential except to the extent necessary for carrying out an investigation. If an investigator determines that it is necessary to disclose the complainant's identity to the responder or a third party, the investigator must first obtain complainant's written permission.

K. Records

Pike County shall maintain all records of an investigation in a confidential area for three years after the completion of the investigation.

VIII. Public Involvement and Outreach

Pike County created a website which now allows us to post our ADA & Title VI plans, complaint forms & procedures, and awareness notices instantly for public viewing. www.pikecounty.in.gov

IX. Manuals, Directives, and Guidance

Pike County plans to incorporate Title VI policy and mission statements into its employee handbook for the next revision.

A. Pike County Title VI Policy Statement

Pike County values each individual's civil right and wishes to provide equal opportunity and equitable service for the citizens of this county. As a recipient of federal funds, Pike County is required to 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 under any program or activity receiving federal financial assistance from the DOT on the grounds of race, color, age, sex, disability, national origin, or income status.

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B. Pike County Title VI Mission Statement

Pike County will implement compliance with Title VI CFR § 26; and its related statutes and regulations to ensure that no person is excluded from participation in, denied the benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance from the US Department of Transportation (DOT) on the grounds of race, color, or national origin.

Pike County will continue to develop additional manuals and directives as needed to provide guidance regarding Title VI and ADA compliance and will be made available where appropriate.

X. Limited English Proficiency

On August 11, 2000, President Bill Clinton signed an executive order, Executive Order 13166: Improving Access to Service for Persons with Limited English Proficiency, to clarify Title VI of the Civil Rights Act of 1964. It had as its purpose, to ensure accessibility to programs and services to otherwise eligible persons who are not proficient in the English language.

Pike County strives to serve its population to the best of its ability. According to the U.S. Census Bureau, the percentage of LEP population in Pike County recorded during the time period of 2012-2016 is approximately 1.3 percent. To accommodate these individuals, Pike County provides, upon request, services to assist the LEP population. Progress is still being made to fully serve the entire Pike County community.

XI. Accomplishments (See list on next page)

Pike County implemented its Title VI policy in 2016. "I Speak" cards have been given to all departments. Department heads and staff have been asked to fill out reports for any incident involving communication issues so we can determine the number of occurrences each year. Staff has been given a volunteer poll to find individuals who speak other languages who may be willing to translate. Non-discrimination and complaint procedures have been addressed with employees so they are aware how to handle any issues. At this time we have had only one communication report and no discrimination complaints.



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XII.= Annual Work Plan

This section outlines annual goals set forth by the County to comply with Title VI and ADA requirements and statutes. This list is not exhaustive and will be continually monitored for updates, additions, and modifications as needed.

2024-2025 Goals: Continue with goals from previous year.

- Continue training for staff members on non-discrimination.
- Research information on translation services.
- Create public awareness of this survey. Voluntary Public Involvement Survey uploaded to website for completion by public. Make survey available at public meetings.
- Investigate ways to handle language barriers during emergency service runs/calls.
- Plan to implement regular updates to all staff making them aware of hot button items regarding non-discrimination to help raise awareness. Our plan is to begin regular training sessions with individual county departments to personalize the training for issues they may encounter day to day.

2023-2024 Accomplishments

- Continuing another year with no instances of language barrier issues.
- Continuing another year with no discrimination complaints
- Title VI plan, complaint procedures & forms uploaded and readily available on the County website
- PowerPoint training presentation has been created and distributed.

XIV. Appendix

- A. Sample Title VI Complaint Log
- B. Sample Title VI Complaint Procedure
- C. External Complaint of Discrimination Form
- D. Complaint Consent Release Form
- E. Voluntary Title VI Public Involvement Survey

Appendix A

Title VI Complaint Log

Appendix B

Complaint Procedure

Pike County Title VI Complaint Procedure

Any person who believes that he or she as a member of a protected class, has been discriminated against based on race, color, national origin, gender, age, disability, religion, low income status, or Limited English Proficiency in violation of Title VI of the Civil Rights Act of 1964, as amended and its related statutes, regulations and directives, Section 504 of the Vocational Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, as amended, the Civil Rights Restoration Act of 1987, as amended, and any other Federal nondiscrimination statute may submit a complaint. A complaint may also be submitted by a representative on behalf of such a person.

It is the policy of Pike County to conduct a prompt and impartial investigation of all allegations of discrimination and to take prompt effective corrective action when a claim of discrimination is substantiated.

No one may intimidate, threaten, coerce or engage in other discriminatory conduct against anyone because they have taken action or participated in an action to secure rights protected by the civil rights laws. Any individual alleging such harassment or intimidation may submit a complaint by following the procedure printed below.

Any individual who feels that he or she has been discriminated against may submit a written or verbal complaint. The complaint may be communicated to any department head or to the County Title VI/ADA Coordinator. The complaint should be submitted within 180 days of the alleged discrimination. Complaint forms may be found in the Commissioners' Office on the first floor of the Pike County Courthouse. Individuals are not required to use the County's complaint form. If necessary, the County will help an individual reduce his or her complaint to writing for his/her signature.

Generally a complaint should include the name, address and telephone number of the individual complaining and a brief description of the alleged

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discriminatory conduct, including the date of harm. An individual submitting a complaint alleging discrimination may include any relevant evidence, including the names of witnesses and supporting documentation.

Complaints should be directed to: Kristi Dischinger, County Administrator
Title VI/ADA Coordinator
801 E Main Street
Petersburg, IN 47567
Ph. 812-354-8448, Fax 812-354-6891
kdischinger@pikecounty.in.gov

Within 60 days of the receipt of the complaint the County will conduct an investigation of the allegation based on the information provided and issue a written report of its findings to the complainant. The County will try to obtain an informal voluntary resolution to all complaints at the lowest possible level.

A complainant's identity shall be kept confidential except to the extent necessary to conduct an investigation. All complaints shall be kept confidential.

These procedures do not deny the right of any individual to file a formal complaint with any government agency or affect an individual's right to seek private counsel for any complaint alleging discrimination.

Complaints may also be filed with the following government agencies:

Appendix C

External Complaint of Discrimination Form



EXTERNAL COMPLAINT OF DISCRIMINATION



INSTRUCTIONS:

The purpose of the form is to help any person interested in filing a discrimination complaint with Pike County. You are not required to use this form. You may write a letter with the same information, sign it, and return it to the address below. All bold items must be completed for your complaint to be investigated. Failure to provide complete information may impair the investigation of your complaint.

Title VI of the Civil Right Acts of 1964, as amended and its related statutes and regulations (Title VI) prohibit discrimination on the basis of race, color, national origin, sex, age, disability/handicap, or income status in connection with programs or activities receiving federal financial assistance for the United States Department of Transportation, Federal Highway Administration, and/or Federal Transit Administration. These prohibitions extend to Pike County as a sub-recipient of federal financial assistance.

Upon request, assistance will be provided if you are an individual with a disability or have limited English proficiency. Complaints may also be filed using alternative formats such as computer disk, audiotape, or Braille.

You also have the right to file a complaint with other state or federal agencies that provide federal financial assistance to Pike County. Additionally, you have the right to see private counsel.

Pike County is prohibited from retaliating against any individual because he or she opposed an unlawful policy or practice, filed charges, testified, or participated in any complaint action under Title VI or other nondiscrimination authorities.

Please make a copy of your complaint form for your personal records. Do not send your original documents as they will not be returned. Mail the original complaint form along with any copies of documents or records relevant to your complaint to the address below.

Complaints of discrimination must be filed within 180 days of the date of the alleged discriminatory act. IF the alleged act of discrimination occurred more than 180 days ago, please explain your delay in filing this complaint.

****Your complaint *cannot* be processed without your signature.**

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EXTERNAL COMPLAINT OF DISCRIMINATION
 PIKE COUNTY GOVERNMENT
 COMMISSIONERS' OFFICE

Kristi Dischinger, County Administrator
 Title VI/ADA Coordinator
 801 E Main St., First Floor
 Phone: 812-354-8448, Fax: 812-354-6891
 Email: kdischinger@pikecounty.in.gov

COMPLAINANT INFORMATION	
Name <i>(first, middle, last)</i>	
Address <i>(number and street, city, state, ZIP code)</i>	Home/Cell Number () -
	Work telephone number () -

PERSON/DEPARTMENT YOU BELIEVE DISCRIMINATED AGAINST YOU	
Name <i>(first, middle, last)</i>	
Title	Department
Address <i>(number and street, city, state, ZIP code)</i>	When was the last alleged discriminatory act? <i>(month, day, year)</i>
	Telephone number, if known () -
<p>Complaints of discrimination must be filed within 180 days of the alleged discriminatory act. If the alleged act of discrimination occurred more than 180 days ago, please explain your delay in filing this complaint.</p> <p>_____</p> <p>_____</p> <p>_____</p>	
<p>The alleged discrimination was based on:</p> <p> <input type="checkbox"/> Race <input type="checkbox"/> Color <input type="checkbox"/> Age <input type="checkbox"/> Gender <input type="checkbox"/> National Origin <input type="checkbox"/> Disability <input type="checkbox"/> Ancestry <input type="checkbox"/> Retaliation <input type="checkbox"/> Religious Affiliation </p>	

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Name of Witness 2 <i>(first, middle, last)</i>	Title
Name of Company	
Address <i>(number and street, city, state and ZIP code)</i>	
Home/Cell Phone Number () -	Work Phone Number () -
<p>Include a brief description of the relevant information the witness may provide to support your complaint of discrimination.</p> <p>_____</p> <p>_____</p> <p>_____</p>	

How would you like your complaint to be resolved?

Signature of Complainant

Date

Have you filed this complaint previously or with any other Federal, State or Local agency or court?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, please provide the following information for each agency:		
Name of agency	Date complaint filed <i>(month, day, year)</i>	
Case number	Status of your complaint	

Appendix D

Complaint Consent / Release Form

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COMPLAINANT CONSENT / RELEASE FORM

Name <i>(first, middle, last)</i>	Telephone number () -
Address <i>(number and street, city, state, ZIP code)</i>	
Case number (s) <i>(if known)</i>	
<p>As a complainant, I understand that during an investigation it may become necessary for pike County to reveal my identity to individuals outside of Pike County Government tin the course of verifying information or gathering facts and evidence to develop a basis for making a civil rights compliance determination. I understand that it may be necessary for pike County to share information, including personal details collected as part of its complaint investigation. In addition, I understand that as a complainant, I am protected by Title VI of the Civil Rights Act of 1964, as amended, and its related statutes and regulations prohibiting intimidation or retaliation for taking action or participating in an action to secure rights protected by the nondiscrimination statutes enforced by Pike County.</p>	
<p><i>Please read both paragraphs below, check your choice of CONSENT or CONSENT DENIED and sign below. (Please mark one)</i></p> <p><input type="checkbox"/> CONSENT</p> <p>I have read and understand the above information and authorize Pike County to disclose my identity to individuals as needed during the course of the investigation for the purpose of verifying information or gathering facts and evidence relevant to the investigation of my complaint. I authorize Pike County to receive, review, and discuss material and information about me relevant to the investigation of my complaint. I understand that the material and information will be used for authorized civil rights compliance and enforcement activities. I further understand that I am not required to authorize this release and volunteer to do so.</p> <p><input type="checkbox"/> CONSENT DENIED</p> <p>I have read and understand the above information and do not want Pike County to disclose my identity to any individual during the course of the investigation. I understand this choice could delay the investigation of my complaint and may, in some circumstances, result in an administrative closure of the investigation of my complaint without Pike County making a determination in my case.</p>	
Signature	Date <i>(month, day, year)</i>

Appendix E

Voluntary Title VI Public Involvement Survey



VOLUNTARY TITLE VI PUBLIC INVOLVEMENT SURVEY



As a recipient of federal funds, the Indiana Department of Transportation (INDOT) is requiring local agencies to develop a procedure for gathering statistical data regarding participants and beneficiaries of its federal-aid highway programs and activities (23 CRF § 200.9(b)(4)). Pike County is distributing this voluntary survey to fulfill that requirement to gather information about the populations affected by proposed projects.

You are not required to complete this survey. Submittal of this information is voluntary. This form is a public document that Pike County will use to monitor its programs and activities for compliance with Title VI and the Civil Rights Act of 1964, amended and its related statutes and regulations.

If you have any questions regarding Pike County's responsibilities under Title VI of the Civil Rights Act of 1964 or the Americans with Disabilities Act, please contact Kristi Dischinger, Title VI/ADA Coordinator.

You may return the survey to the Commissioners' office located on the first floor of the Pike County Courthouse or by mail or email listed below.

Date: <i>(month, day, year)</i>		
Project Name:		
Proposed Project Location:		
Gender: <input type="checkbox"/> Female <input type="checkbox"/> Male	Ethnicity <input type="checkbox"/> Hispanic or Latino <input type="checkbox"/> Not Hispanic or Latino	
Race: (Check one or more)		
<input type="checkbox"/> American Indian or Alaska Native	<input type="checkbox"/> Asian	<input type="checkbox"/> Black or African-American
<input type="checkbox"/> Native Hawaiian or Other Pacific Islander	<input type="checkbox"/> White	<input type="checkbox"/> Multiracial
Age: <input type="checkbox"/> 1-21 <input type="checkbox"/> 22-40 <input type="checkbox"/> 41-65 <input type="checkbox"/> 65+	Disability: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Household Income:		
<input type="checkbox"/> 0-\$12,000	<input type="checkbox"/> \$12,001-\$24,000	<input type="checkbox"/> \$24,001-\$36,000
<input type="checkbox"/> \$36,001-\$48,000	<input type="checkbox"/> \$48,001-\$60,000	<input type="checkbox"/> \$60,000+

Kristi Dischinger ** 801 E Main St., Petersburg, IN 47567 ** 812.354.8448 **
kdischinger@pikecounty.in.gov

RESOLUTION 2016- 060

A Resolution of the Pike County Board of Commissioners
Adoption of a Title VI Implementation Plan


WHEREAS, the Federal Government enacted the Civil Rights Act of 1964 (Title VI), 49 CFR 26, to prevent discrimination of individuals based on race, color, sex, disability, national origin or income status relating to employment and access to public facilities; and

WHEREAS, in compliance with Title VI of the Civil Rights Act of 1964 the County of Pike shall adopt and implement a Title VI Implementation Plan to provide equal opportunity and equitable service for the citizens of Pike County.

NOW, THEREFORE, BE IT RESOLVED by the Pike County Board of Commissioners:

That the County of Pike adopts the attached Title VI Implementation Plan, and that the Plan shall be reviewed annually by the County to assess policies and procedures and updating annual goals as deemed appropriate.

PASSED, APPROVED AND ADOPTED this 16th day of May, 2016



Brian Davis, President

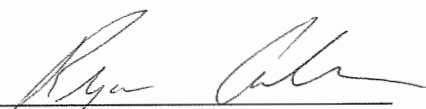


Jeff Nelson, Vice President

Attest:



Ron Wilson, Pike County Auditor



Ryan Coleman, Member

PIKE COUNTY, INDIANA
PIKE COUNTY COMMISSIONERS
Pike County Courthouse
801 E Main Street
Petersburg, IN 47567

TITLE VI NOTICE TO THE PUBLIC

Pike County, Indiana, hereby gives public notice that it is County policy to assure full compliance with Title VI of the Civil Rights Act of 1964 and all related regulations and directives. Pike County assures no person shall, on the grounds of race, color, sex, national origin, disability, or age, as provided by Title VI of the Civil Rights Act of 1975, and the Civil Rights Restoration Act of 1987, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity, whether such programs and activities are federally assisted or not.

Any person who believes they have been aggrieved by an unlawful discriminatory practice under Title VI has a right to file a formal complaint with Pike County. Any such complaint must be in writing and filed with the Pike County Title VI Coordinator within 180 calendar days following the date of the alleged discriminatory occurrence. Title VI Complaint Forms may be obtained at no cost from the complainant from the Title VI Coordinator's Office (Pike County Commissioners' Office) located in the Pike County Courthouse, first floor, or by calling 1-812-354-8448.

Pike County Board of Commissioners