



James E. Snyder

Mayor

Efficiency & Excellence

**NOTICE OF NONDISCRIMINATION UNDER
TITLE VI OF THE CIVIL RIGHTS ACT OF 1964**

Portage values each individual's civil rights and intends to provide equal opportunity and equitable service for the citizens of this city. As a recipient of federal funds, Portage conforms 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 Portage on the grounds of race, color, age, sex, sexual orientation, gender identity, disability, national origin, religion, income status or limited English proficiency. Portage 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 Portage 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. §§ 6101-6107; Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, 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 (including those programs or activities for which no federal funds are used) of those receiving Federal funds, including subrecipients who receive federal funds directly and indirectly through Portage.

Pursuant to the requirements of Section 504 of the Rehabilitation Act of 1973, Pub. L. No. 93-112, 87 Stat. 355, Portage hereby gives assurance that no qualified disabled person shall, solely by reason of disability, be excluded from participation in, be denied the benefits of or otherwise

by subjected to discrimination, including discrimination in employment, under any program or activity that receives or benefits from this federal financial assistance.


Portage 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, Portage will take reasonable steps to provide meaningful access to services for persons with limited English proficiency (LEP). Portage will where necessary and appropriate, revise, update and incorporate nondiscrimination requirements into appropriate manuals, directives and regulations.

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

The following individual has been identified as Portage's Title VI Coordinator and is delegated the authority necessary to maintain responsibility 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 Portage's responsible individual to coordinate, maintain, and report Portage's Title VI compliance efforts to the Federal Highway Administration (FHWA) as well as to coordinate compliance efforts with other Federal Agencies as required.

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


James E. Snyder
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10/11/10
Date