

TOWN OF FRANCISCO

TITLE VI

FEBRUARY 2022

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INTRODUCTION

This Title VI Implementation Plan is a part of the Town's continual and ongoing effort to proactively meet and exceed the 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. With this plan, the Town seeks to provide continued transparency, clarity and technical guidance for internal and external constituents regarding its Title VI program.

TOWN OF FRANCISCO TITLE VI NON-DISCRIMINATION NOTICE & POLICY

The Town of Francisco values each individual's civil rights and wishes to provide equal opportunity and equitable service for the citizens of this state. As a recipient of federal funds, the Town of Francisco 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 the Town of Francisco on the grounds of race, color, age, sex, sexual orientation, gender identity, disability, national origin, religion, income status or limited English proficiency. The Town of Francisco 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 the Town of Francisco 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 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, the Town of Francisco 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 be subjected to discrimination, including discrimination in employment, under any program or activity that receives or benefits from this federal financial assistance. The Town of Francisco 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 addition, the Town of Francisco will take reasonable steps to provide meaningful access to services for persons with limited English proficiency (LEP). The Town of Francisco will, where necessary and appropriate, revise, update and incorporate nondiscrimination requirements into appropriate manuals, directives and regulations.

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

The following individual has been identified as the Town of Francisco’s Title VI 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.

Town of Francisco Title VI Coordinator
Town Council President
PO Box 66
203 W. Main St.
Francisco, IN 47649
812-782-3573
clerktreasurer@townoffrancisco.com

The Town of Francisco affirms its commitment to nondiscrimination annually by publishing its Annual Title VI Implementation Plan and reaffirming its Assurances of Nondiscrimination, incorporated herein.

ASSURANCES

Fully executed Assurances are included in the Appendix and integrated into this document. This Title VI Implementation Plan has been adopted, implemented and is being adhered to by the Town of Francisco. The Town of Francisco has implemented this plan by Resolution, and it is effective for 2022-2023. This plan will be renewed on or before January 1, 2024.

Signed by: _____

Date: _____

Name / Title

The individual above is a duly authorized representative of the Town of Francisco.

OVERVIEW OF TITLE VI IMPLEMENTATION PROGRAM:

DATA COLLECTION, ANALYSIS, REPORTING

The type of data collected is dependent on the program area's objective. The Town of Francisco collects various types of data to ensure compliance with Title VI. Some information is collected for a period of time with the objective of determining what data needs to be collected.

The following types of data that could be collected by the Town of Francisco:

- Complaints received, logged, processed, and investigated by the Town
- Environmental Justice analysis and reports
- Limited English Proficiency reports
- Title VI Training
- Public Involvement Survey
- Records of meeting minutes and discussions related to Title VI in all program areas.
- The Town collects data related to specific program areas being reviewed this year for disparate / disproportionate impacts or other evidence of potential discrimination or discriminatory outcomes.

COMPLAINTS OF DISCRIMINATION

GRIEVANCE PROCEDURE

The Grievance Procedure is intended to adhere to the standards outlined in Title VI. The procedure must be used by anyone who wishes to file a complaint alleging discrimination based on the standards outlined in Title VI.

The complainant must in writing using the Grievance Form. Alternate means of filing complaints, such as personal interviews or recording of the complaint will be made available to persons upon request. The complaint should be submitted by the grievant and/or designee as soon as possible but no later than 60 calendar days after the alleged violation to the Title VI Coordinator. Within 15 calendar days after the receipt of the complaint, the Title VI Coordinator will be made available to meet with the complainant to discuss the complaint and the possible resolutions. Within 30 calendar days of the meeting, the Title VI Coordinator will respond in writing and where appropriate, in a format accessible to the

complainant. The response will explain the position of the Town of Francisco and offer options for substantive resolution of the complaint.

If the response does not satisfactorily resolve the issue, the complainant and/or designee may appeal the decision within 15 calendar days after receipt of the response to the Town Council President. Within 15 calendar days after receipt of the appeal, the Town Council President will be made available to meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the Town Council President will respond in writing and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints received by the Title VI Coordinator, and appeals to the Title VI Coordinator, will be retained by the Town of Francisco for at least three (3) years.

The grievance form is attached in the Appendix and will be available at the Town Hall and on the Town of Francisco's website. The complaint log is attached in the Appendix and will be available at the Town Hall.

ENVIRONMENTAL JUSTICE ANALYSIS & REPORTS

In accordance with Title VI of the Civil Rights Act of 1964, each Federal agency shall ensure that all programs or activities receiving Federal financial assistance that affect human health or the environment do not directly, or through other arrangements, use criteria, methods, or practices that discriminate on the basis of race, color, or national origin. Part of Title VI reads, "No person in the United States shall, on the ground of race, color, or national origin be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program or activity receiving Federal financial assistance."

The three fundamental environmental justice principles are:

- To avoid, minimize, or mitigate disproportionately high and adverse human health and environmental effects, including social and economic effects, on minority populations and low-income populations;
- To ensure the full and fair participation by all potentially affected communities in the transportation decision-making process; and

- To prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority populations and low-income populations.

The Town is committed to these three environmental justice principles in all work that the Town performs.

LIMITED ENGLISH PROFICIENCY (LEP)

On August 11, 2000, the President signed an executive order, Executive Order 13166: Improving Access to Service for Persons with Limited English Proficiency (LEP), to clarify Title VI of the Civil Rights Act of 1964. It has as its purpose, to ensure meaningful access to programs and services to otherwise eligible persons who are not proficient in the English language. In addition, The US Department of Transportation published Policy Guidance Concerning Recipients' responsibilities to Limited English Proficient Person in the December 14, 2005 Federal Register.

The Town of Francisco is committed to providing meaningful access to its programs and services to persons who, as a result of their national origin, are limited in English proficiency. It is our policy to ensure no person is subjected to prohibit discrimination based on national origin in any program receiving Federal financial assistance from USDA Rural Development (RD).

Outlined below are the factors and summaries to provide access to services for persons with Limited English Proficiency.

1. The number and proportion of LEP persons eligible to be served or likely encountered in the Town of Francisco.
 - An assessment of the number of LEP individuals eligible to be served was conducted. Identified below are the following groups based upon the 2019 American Community Survey data for the population five (5) years and over.

ALL FIGURES ARE ESTIMATES:

Population 5 years and over - 600

Speak only English - 585

Speak a language other than English - 15

Speak A Language Other Than English

Spanish - 2

5 to 17 years old - 2

18 to 64 years old - 0

65 years old and over - 0

Other Indo-European languages - 13

5 to 17 years old - 0

18 to 64 years old - 3

65 years old and over - 10

Asian and Pacific Island languages - 0

5 to 17 years old - 0

18 to 64 years old - 0

65 years old and over - 0

Other languages - 0

5 to 17 years old - 0

18 to 64 years old - 0

65 years old and over - 0

Citizens 18 Years And Over

All citizens 18 years old and over - 488

Speak only English - 475

Speak a language other than English - 13

Spanish - 0

Other languages – 13

2. The frequency with which LEP individuals come into contact with the Town's assisted program, activity, or service.

- The assessment indicates that the need for LEP services is not substantial at this time. Due to the infrequent requests for translation services, there appears to be a minimal need for translation services from the Town.

3. The importance of the programs, activities, or services to the LEP population in the Town of Francisco.

The Town of Francisco has committed to the following:

- If at any time a LEP individual requests translation services the Town will provide, upon request, services to assist the LEP population

including translation of vital Town documents and interpretation services.

- Continually monitor sources of information to be sure they are accessible to LEP individuals.

4. The resources available to the Town and cost to provide LEP assistance.

- Resource needs would be determined at the time of the request for services. I Speak Cards are available and included as an Appendix of this document.

The Town of Francisco is aware that the community profile is ever-changing, therefore, this LEP and the assessment will be re-evaluated at least every five (5) years and when new census data is available to ensure the plan remains reflective of the community's needs.

EMPLOYEE TITLE VI TRAINING

At the time of hire and annually Title VI policy education and literature will be provided to all Town employees. The Town employees will be required to sign an acknowledgement of receipt indicating they have received and reviewed Title VI policy guidelines. New employees will be provided with education and literature at new employee orientation. Employees will be provided with updated education and literature as the Town deems necessary.

PUBLIC INVOLVEMENT

Pursuant to 23 CFR 200.9(b) (4), the Town shall collect and analyze statistical information regarding demographics to assist in monitoring and ensuring nondiscrimination in all of its programs and activities.

The Town shall utilize a voluntary Title VI public involvement survey that will be available at all public hearings and meetings. The survey is attached in the Appendix. The survey will allow respondents to remain anonymous. The survey will ask questions regarding the respondent's gender, ethnicity, race, age, income and if they are disabled. The facilitator of the public hearings and meetings will make an announcement at the beginning of the meeting informing attendees of the survey and its purpose and a request will be made for the attendees to complete the voluntary survey.

Completed surveys will be retained by the Title VI Coordinator for three (3) years.

The Title VI Coordinator will also collect and report statistical data for the past three (3) years as it relates to the number of federally funded projects, complaints filed and the results of those complaints, any requests for language services, demographic statistics, and department compliance reviews.

The Town is committed to ensuring that community involvement and outreach is done in a respectful and appropriate manner that will allow for diverse involvement. Public meetings, programs and activities will provide equitable opportunities for participation.

The Town host meetings monthly and those meetings are open to the public. Any meetings that are open to the public are published on the Town's website's main page. All public meetings are held in locations accessible to individuals with disabilities. Upon request, translators can be provided free of charge to those individuals with limited English proficiency. Auxiliary aids are also available upon request. Requests must be made 48 hours in advance.

Also published on the Town's website are various meeting agenda's, meeting minutes, notices, events, and news. Some departments within the Town utilize signage, media, and social media websites as another avenue to communicate with the community.

REVIEW OF PROGRAM AREA

GOALS

1. Creating and implementing a Title VI Implementation Plan.
2. Designate a Title VI Coordinator who has a responsible position within the Town. The Title VI Coordinator should be responsible for monitoring Title VI activities. Identify the Title VI Coordinator's contact information in the Title VI Plan, on the Town's website and with the grievance procedure.
3. Develop a grievance procedure complete with a complaint form.
4. Post an annual Title VI Non-discrimination Notice of Non-discrimination in all Town buildings, signed by the current Town Council President.

5. Monitor and use Census data, reports from Town Departments, voluntary surveys, and any other methods available to ensure that minority populations and LEP individuals have meaningful access to the Town's programs, activities, and services.

ACCOMPLISHMENTS

Goal #1: The Title VI Implementation Plan has been created and implemented for the Town. The Title VI is a living document and will be updated as required by law.

Goal #2: The Town of Francisco designates the Town Council President as the Title VI Coordinator. The Title VI Coordinator will monitor Title VI activities. The Title VI Coordinator's contact information is listed below and is posted on the Town's website and with the grievance procedure.

Town of Francisco Title VI Coordinator
Town Council President
PO Box 66
203 W. Main St.
Francisco, IN 47649
82-782-3573
clerktreasurer@townoffrancisco.com

Goal #3: The grievance procedure is as follows:

The Grievance Procedure is intended to adhere to the standards outlined in Title VI. The procedure must be used by anyone who wishes to file a complaint alleging discrimination based on disability in the provision of services, activities programs or benefits provided by the Town of Francisco.

The complainant must in writing using the Grievance Form. Alternate means of filing complaints, such as personal interviews or recording of the complaint will be made available to persons with disabilities upon request. The complaint should be submitted by the grievant and/or designee as soon as possible but no later than 60 calendar days after the alleged violation to the Title VI Coordinator. Within 15 calendar days after the receipt of the complaint, the Title VI Coordinator will be made available to meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, the Title VI Coordinator will respond in writing and where appropriate, in a format accessible

to the complainant. The response will explain the position of the Town of Francisco and offer options for substantive resolution of the complaint.

If the response does not satisfactorily resolve the issue, the complainant and/or designee may appeal the decision within 15 calendar days after receipt of the response to the Town Council President. Within 15 calendar days after receipt of the appeal, the Town Council President will be made available to meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the Town Council President will respond in writing and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints received by the Title VI Coordinator, appeals to the Title VI Coordinator, and responses from these two offices will be retained by the Town of Francisco for at least three (3) years.

The grievance form is attached and will be available at the Town Hall and on the Town of Francisco's website.

Goal #4: The annual Title VI Non-Discrimination Notice is posted in all Town buildings, signed by the current Town Council President.

GOAL #5: Monitor and use Census data, reports from Town Departments, voluntary surveys, and any other methods available to ensure that minority populations and LEP individuals have meaningful access to the Town's programs, activities and services.

Additional Census data about Francisco can be found at the [census.gov](https://www.census.gov) website.

APPENDIX

- A. Assurance
- B. Grievance Form
- C. Grievance Log
- D. Public Voluntary Involvement Survey
- E. I Speak Cards
- F. Non-Discrimination Notice & Policy

Title VI Assurances

The Town of Francisco (hereinafter referred to as the "Recipient") Hereby Agrees That as a condition to receiving any Federal financial assistance from the Department of Transportation and the Federal Highway Administration, it will comply with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d-42 U.S.C. 2000d-4 (hereinafter referred to as the Act), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations (CFR), Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-Assisted Programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures (hereinafter referred to as the Regulations) and other pertinent nondiscrimination authorities and directives, to the end that in accordance with the Act, Regulations, and other pertinent nondiscrimination authorities and directives, no person in the United States shall, on the grounds of religion, race color, or national origin, sex (23 USC 324), sexual orientation, gender identity (Executive Order 13672), age (42 USC 6101), disability/handicap (29 USC 790) and low income (Executive Order 12898) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Recipient receives Federal financial assistance from the Department of Transportation, including the Federal Highway Administration, and hereby gives assurance that it will promptly take any measures necessary to effectuate this agreement. This assurance is required by Title 49 Code of Federal Regulations, subsection 21.7(a)(1) and Title 23 Code of Federal Regulations, section 200.9(a) (1) of the Regulations, copies of which are attached.

More specifically and without limiting the above general assurance, the Recipient hereby gives the following specific assurances with respect to its Federal Aid Highway Program.

1. That the Recipient agrees that each "program" and each "facility as defined in 49 CFR subsections 21.23(e) and (b) and 23 CFR 200.5(k) and (g) of the Regulations, will be (with regard to a "program") conducted, or will be (with

regard to a "facility") operated in compliance with all requirements imposed by, or pursuant to, the Regulations.

2. That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations and made in connection with all Federal-Aid Highway Programs and, in adapted form in all proposals for negotiated agreements:

The Indiana Department of Transportation (INDOT), in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office the Secretary, Part 21, Nondiscrimination in Federally assisted programs of the Department of Transportation and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes, issued pursuant to such Acts, hereby notifies all bidders that it will affirmatively insure that in any contact entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income in consideration for an award.


3. That the Recipient shall insert the clauses of Appendix A of this assurance in every contract subject to the Acts and the Regulations.
4. That the Recipient shall insert the clauses of Appendix B of this assurance, 'as a covenant running with the land, in any deed from the United States effecting a transfer of real property, structures, or improvements thereon, or interest therein.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the assurance shall extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the assurance shall extend to rights to space on, over or under such property.
7. That the Recipient shall include the appropriate clauses set forth in Appendix C of this assurance, as a covenant running with the land, in any future deeds, leases, permits, licenses, and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under the Federal-Aid Highway Program; and (b) for the construction or use of or access to space on, over or under real property acquired, or improved under the Federal-Aid Highway Program.

8. That this assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property or interest therein or structures or improvements thereon, in which case the assurance obligates the Recipient or any transferee for the longer of the following periods: (a) the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or (b) the period during which the Recipient retains ownership or possession of the property.
9. The Recipient shall provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he delegates specific authority to give reasonable guarantee that it, other recipients, subgrantees, contractors, subcontractors, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Act, the Regulations and this assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Act, the Regulations, and this assurance.

This assurance is given in consideration of and for the purpose of obtaining any and all Federal grants, loans, contracts, property, discounts or other Federal financial assistance extended after the date hereof to the Recipient Department of Transportation under the Federal-Aid Highway Program and is binding on it, other recipients, subgrantees, contractors, subcontractors, transferees, successors in interest and other participants in the Federal-Aid Highway Program. The person or persons whose signatures appear below are authorized to sign this assurance on behalf of the Recipient



Town Council President Signature



Date

**GRIEVANCE FORM
TOWN OF FRANCISCO, INDIANA**

Complainant: _____

Person Preparing Complaint (if different from Complainant):

Relationship to Complainant (if different from Complainant):

Street Address & Apt. No.:

City: State: _____ Zip Code:

Phone () E-mail:

Please provide a complete description of the specific complaint or grievance:

Please specify any location(s) related to the complaint or grievance (if applicable):

Please state what you think should be done to resolve the complaint or grievance:

Please attach additional pages as needed.

Please do not contact me personally.

SIGNATURE: DATE:

RETURN TO:

Town of Francisco Title VI Coordinator
Town Council President
PO Box 66
203 W. Main St.
Francisco, IN 47649
812-782-3573
clerktreasurer@townoffrancisco.com

Upon request, reasonable accommodation will be provided in completing this form, or copies of the form will be provided in alternative formats. Contact the Title VI Coordinator at the address listed above or via telephone.

TITLE VI COMPLAINT LOG

Case No.	Investigator	Complainant	Sub-recipient	Protected Category	Date Filed	Date of Final Report	Deposition

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)). The Town of Francisco 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 the Town of Francisco will use to monitor its programs and activities for compliance with Title VI and the Civil Rights Act of 1964, as amended and its related statutes and regulations.

If you have any questions regarding the Town of Francisco's responsibilities under Title VI of the Civil Rights Act of 1964 or the Americans with Disabilities Act, please contact the Town Council President, Title VI Coordinator.).

You may return the survey by folding it and placing it on the registration table or by mailing or e-mailing it to the address below.

Date:		
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 Indiana or Alaska Native <input type="checkbox"/> Asian <input type="checkbox"/> Native Hawaiian or Other Pacific Islander <input type="checkbox"/> White <input type="checkbox"/> Black or African-American <input type="checkbox"/> Multiracial		
Age:		Disability:
<input type="checkbox"/> 1-21 <input type="checkbox"/> 22-40		<input type="checkbox"/> Yes
<input type="checkbox"/> 41-65 <input type="checkbox"/> 65+		<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"/> \$60,001+		
Title VI Coordinator Town Council President PO Box 66, 203 W. Main St. Francisco, IN 47649 812-782-3573 clerktreasurer@townoffrancisco.com		

- | | |
|--|------------------------|
| <input type="checkbox"/> <p>ضع علامة في هذا المربع إذا كنت تقرأ أو تتحدث العربية.</p> | 1. Arabic |
| <input type="checkbox"/> <p>Խոսողո՞ւմ ե՞նք նշո՞ւմ կատարե՞ք այս քարտկուսում,
եթե խոսում կամ կարդում եք հայերեն:</p> | 2. Armenian |
| <input type="checkbox"/> <p>যদি আপনি বাংলা পড়েন বা বলেন তা হলে এই বাক্সে দাগ দিন।</p> | 3. Bengali |
| <input type="checkbox"/> <p>ល្អប្រសើរណាស់ប្រសិនបើ ប្រើអ្នកអាន ឬនិយាយភាសា ខ្មែរ ។</p> | 4. Cambodian |
| <input type="checkbox"/> <p>Motka i kahhon ya yangin ûntûngnu' manaitai pat ûntûngnu' kumentos Chamorro.</p> | 5. Chamorro |
| <input type="checkbox"/> <p>如果你能读中文或讲中文，请选择此框。</p> | 6. Simplified Chinese |
| <input type="checkbox"/> <p>如果你能讀中文或講中文，請選擇此框。</p> | 7. Traditional Chinese |
| <input type="checkbox"/> <p>Označite ovaj kvadratić ako čitate ili govorite hrvatski jezik.</p> | 8. Croatian |
| <input type="checkbox"/> <p>Zaškrtněte tuto kolonku, pokud čtete a hovoříte česky.</p> | 9. Czech |
| <input type="checkbox"/> <p>Kruis dit vakje aan als u Nederlands kunt lezen of spreken.</p> | 10. Dutch |
| <input type="checkbox"/> <p>Mark this box if you read or speak English.</p> | 11. English |
| <input type="checkbox"/> <p>اگر خواندن و نوشتن فارسي بلد هستيد، اين مربع را علامت بزنيد.</p> | 12. Farsi |

<input type="checkbox"/>	Cocher ici si vous lisez ou parlez le français.	13. French
<input type="checkbox"/>	Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen.	14. German
<input type="checkbox"/>	Σημειώστε αυτό το πλαίσιο αν διαβάζετε ή μιλάτε Ελληνικά.	15. Greek
<input type="checkbox"/>	Make kazye sa a si ou li oswa ou pale kreyòl ayisyen.	16. Haitian Creole
<input type="checkbox"/>	अगर आप हिन्दी बोलते या पढ़ सकते हैं तो इस बक्स पर चिह्न लगाएँ।	17. Hindi
<input type="checkbox"/>	Kos lub voj no yog koj paub twm thiab hais lus Hmoob.	18. Hmong
<input type="checkbox"/>	Jelölje meg ezt a kockát, ha megérti vagy beszéli a magyar nyelvet.	19. Hungarian
<input type="checkbox"/>	Markaam daytoy nga kahon no makabasa wenno makasaoka iti Ilocano.	20. Ilocano
<input type="checkbox"/>	Marchi questa casella se legge o parla italiano.	21. Italian
<input type="checkbox"/>	日本語を読んだり、話せる場合はここに印を付けてください。	22. Japanese
<input type="checkbox"/>	한국어를 읽거나 말할 수 있으면 이 칸에 표시하십시오.	23. Korean
<input type="checkbox"/>	ໃຫ້ໝາຍໃສ່ຊ່ອງນີ້ ຖ້າທ່ານອ່ານຫຼືປາກພາສາລາວ.	24. Laotian
<input type="checkbox"/>	Prosimy o zaznaczenie tego kwadratu, jeżeli posługuje się Pan/Pani językiem polskim.	25. Polish

- Assinale este quadrado se você lê ou fala português. 26. Portuguese
- Însemnați această casuță dacă citiți sau vorbiți românește. 27. Romanian
- Пометьте этот квадратик, если вы читаете или говорите по-русски. 28. Russian
- Обележите овај квадратик уколико читате или говорите српски језик. 29. Serbian
- Označte tento štvorček, ak viete čítať alebo hovoriť po slovensky. 30. Slovak
- Marque esta casilla si lee o habla español. 31. Spanish
- Markahan itong kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog. 32. Tagalog
- ให้กาเครื่องหมายลงในช่องถ้าท่านอ่านหรือพูดภาษาไทย. 33. Thai
- Maaka 'i he puha ni kapau 'oku ke lau pe lea fakatonga. 34. Tongan
- Відмітьте цю клітинку, якщо ви читаете або говорите українською мовою. 35. Ukrainian
- اگر آپ اردو پڑھتے یا بولتے ہیں تو اس خانے میں نشان لگائیں۔ 36. Urdu
- Xin đánh dấu vào ô này nếu quý vị biết đọc và nói được Việt Ngữ. 37. Vietnamese
- באצייכנט דעם קעסטל אויב איר לייענט אדער רעדט אידיש. 38. Yiddish

TOWN OF FRANCISCO TITLE VI NON-DISCRIMINATION NOTICE & POLICY

The Town of Francisco values each individual's civil rights and wishes to provide equal opportunity and equitable service for the citizens of this state. As a recipient of federal funds, the Town of Francisco 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 the Town of Francisco on the grounds of race, color, age, sex, sexual orientation, gender identity, disability, national origin, religion, income status or limited English proficiency. The Town of Francisco 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 the Town of Francisco 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 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, the Town of Francisco 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 be subjected to discrimination, including discrimination in employment, under any program or activity that receives or benefits from this federal financial assistance.

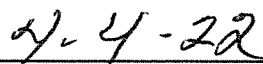
The Town of Francisco also assures that every effort will be made to prevent discrimination through the impacts of its programs, policies and activities on minority and low-income populations. In addition, the Town of Francisco will take reasonable steps to provide meaningful access to services for persons with Limited English Proficiency (LEP). The Town of Francisco will, where necessary and appropriate, revise, update and incorporate nondiscrimination requirements into appropriate manuals, directives, and regulations.

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

The following individual has been identified as the Town of Francisco's Title VI 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.

Town of Francisco Title VI Coordinator
Town Council President
PO Box 66
203 W. Main St.
Francisco, IN 47649
812-782-3573
clerktreasurer@townoffrancisco.com


Town Council President


Date