

August 22, 2016

ST. LAWRENCE COUNTY TITLE VI POLICY STATEMENT

As a recipient of federal and state funds, St. Lawrence County is subject to the requirements and provisions of Title VI of the Civil Rights Act of 1964, as amended. The provisions include but are not limited to, prohibiting discrimination on the grounds of race, color, or national origin (being denied the benefits of, or being otherwise subjected to discrimination under any program or activity administered by federal or state assisted programs, services, or activities). Noncompliance with this mandate can affect federal financial assistance.

The Civil Rights Act of 1987 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, sub-recipients, and consultants, whether such programs and activities are federally assisted or not.

St. Lawrence County assures that every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs and activities are federally funded or not. St. Lawrence County's Director of Human Resources is responsible for monitoring the Title VI activities for St. Lawrence County.

Anyone who has a discrimination complaint against St. Lawrence County with regard to transportation services should complete a complaint form available at the St. Lawrence County Department of Human Resources. Complaints should be made in writing and mailed or brought to:

St. Lawrence County Department of Human Resources
Attn. Director of Human Resources
48 Court Street, Court House
Canton, New York 13617

St. Lawrence County will respond and may request further information with the goal of obtaining an appropriate resolution. Formal complaints may also be initiated by filing a complaint with the Federal Transit Administrative Office of Civil Rights or the New York State Division of Human Rights. Those agencies can be contacted at the following addresses:

US Department of Transportation
1200 New Jersey Ave, SE
Washington, D.C. 20590

Federal Transit Administration Office of Civil Rights
Attention Title VI Program Coordinator
East Building, 5th Floor – TCR
1200 New Jersey Ave., SE
Washington, D.C. 20590

NYS Division of Human Rights
333 East Washington St
Syracuse New York 13202
1-888-392-3644

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ST. LAWRENCE COUNTY TITLE VI PROGRAM

As a recipient of federal and state funds, St. Lawrence County is subject to the requirements and provisions of Title VI of the Civil Rights Act of 1964, as amended. The provisions include but not limited to, prohibiting discrimination on the grounds of race, color or national origin (being denied the benefits of, or being otherwise subjected to discrimination under any program or activity administered by federal or state assisted programs, services, or activities). Noncompliance with this mandate can affect federal financial assistance.

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance. Specifically, Title VI provides that “no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance” (42 U.S.C. Section 2000d).

The Civil Rights Restoration Act of 1987 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, sub-recipients, and consultants, whether such programs and activities are federally assisted or not.

St. Lawrence County assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs and activities are federally funded or not. St. Lawrence County’s Director of Human Resources is responsible for monitoring the Title VI activities for St. Lawrence County.

St. Lawrence County is committed to ensuring that no person is excluded from participation in, or denied the benefits of its services on the basis of race, color, or national origin, as protected by Title VI in Federal Transit Administration (FTA) Circular 4702.1.B.

Public Notification Process

Title VI Information Dissemination

Title VI information shall be prominently and publicly displayed in St. Lawrence County facilities. The name of the Title VI coordinator is available on the St. Lawrence County website, at <http://www.co.st-lawrence.ny.us/>. Additional information relating to nondiscrimination obligation can be obtained from the St. Lawrence County's Director of Human Resources or his/her designee.

Title VI and all other policies relating St. Lawrence County's commitment to providing services and an environment free of discrimination or exclusion shall be reviewed with all new hire employees during the orientation process.

Title VI information shall be disseminated to St. Lawrence County employees annually, via a payroll stuffer. This form reminds employees of the St. Lawrence County Policy statement, and of their Title VI responsibilities in their daily work and duties.

Title VI Complaint Procedures

How to file a Title VI Complaint:

The complainant may file a signed, written complaint up to thirty (30) days from the date of the alleged discrimination. The complaint should include the following information:

- Name of complainant, mailing address, and how to contact the complainant (i.e. telephone number, e-mail address, etc.).
- How, when, where, and why the complainant believes he or she was discriminated against. The complainant shall include the location, names, and contact information of any witnesses.
- Other information that is deemed significant by the complainant.

The Title VI Complaint Form (attached) should be used to submit the complaint information. The complaint may be filed in writing to St. Lawrence County at the following address:

St. Lawrence County Department of Human Resources
Attn. Director of Human Resources
48 Court Street, Court House
Canton, New York 13617

What happens to the complaint once it is submitted:

All complaints alleging discrimination based on race, color, or national origin in a service or benefit provided by St. Lawrence County will be directly addressed by St. Lawrence County. St. Lawrence County shall also provide appropriate assistance to complainants, including those persons with disabilities, or who are limited in their ability to communicate in English. Additionally, St. Lawrence County shall make every effort to address all complaints in an expeditious and thorough manner.

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A letter acknowledging receipt of a complaint will be mailed within seven (7) days to the complainant. Please note that in responding to any requests for additional information, a complainant's failure to provide the requested information may result in the administrative closure of the complaint.

How will the complainant be notified of the outcome of the complaint:

St. Lawrence County shall send a final written response letter to the complainant. If a complaint is not substantiated the complainant will be advised of his or her right to 1) file a complaint externally with the US Department of Transportation and/or the Federal Transit Administration and/or 2) file a complaint with the New York State Division of Human Rights.

In addition to the complaint process above, a complainant may file a Title VI complaint with the following offices:

Federal Transit Administration Office of Civil Rights
Attn. Title VI Program Coordinator
East Building, 5th Floor – TCR
1200 New Jersey Ave., SE
Washington, D.C. 20590

New York State Division of Human Rights
333 East Washington St
Syracuse New York 13202
1-888-392-3644

Community Outreach

As an agency receiving federal financial assistance, St. Lawrence County makes the following community outreach efforts:

1. The public is invited to attend and participate in the legislative process
2. Title VI statements are posted in all County facilities for public viewing
3. St. Lawrence County has a website to enhance community relation efforts, and its Title VI Plan will be available to the community on the website.

Additionally, St. Lawrence County will continue to reach out to low income minority and limited English proficiency populations through the relationships with community organizations who have contact with these individuals. These organizations include, but are not limited to: Maximizing Independent Living Choices (MILC Inc.), Reach Out of St. Lawrence County, Inc., Catholic Charities, and North Country Housing Council.