

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 ADVANCE TITLE VI NON-DISCRIMINATION NOTICE & POLICY

Town of Advance 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, Town of Advance 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 Town of Advance on the grounds of race, color, age, sex, sexual orientation, gender identity, disability, handicap, national origin, religion, income status or limited English proficiency. Town of Advance further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, regardless of whether or not those programs and activities are federally funded.

It is the policy of Town of Advance to comply with the laws and regulations that prohibit discrimination in federally assisted programs and activities and apply to INDOT's Title VI/Nondiscrimination Program include, but are not limited to: 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, Town of Advance 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. Town of Advance 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, Town of Advance will take reasonable steps to provide meaningful access to services for persons with limited English proficiency (LEP). Town of Advance will, where necessary and appropriate, revise, update and incorporate nondiscrimination requirements into appropriate manuals, directives and regulations.

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

The following individual has been identified as Town of Advance’s Title VI and ADA 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.

Town of Advance ADA Coordinator and Title VI Coordinator
Clerk Treasurer
PO Box 67
112 N. Main St.
Advance, IN 46102
765-676-6611
advancect@townofadvance.com

Town of Advance 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 Town of Advance. Town of Advance has implemented this plan by Resolution and it is effective for the federal fiscal year 2026. This plan should be considered a living document and updated annually.

Signed by: Jim Caldwell

Printed Name / Title Jim Caldwell / Town Council President

Date: 9/26/25

The individual above is a duly authorized representative of Town of Advance.