

**TOWN OF CULVER**  
**ORDINANCE NO. 2016-022**

An ordinance amending resolution 2014-006 and creating a Title VI of the Civil Rights Act of 1964 Plan for the Town of Culver, Indiana.

WHEREAS, the federal government enacted the Title VI of the Civil Rights Act of 1964, as amended, to prevent discrimination on the grounds of race, color, sex, age, disability or national origin and to ensure that individuals are not excluded from participation in, denied benefits of, or otherwise subjected to discrimination under any program or activity receiving federal financial assistance on the basis of race, color, sex, age, disability or national origin;

WHEREAS, the Town of Culver ("Town") assures that no person shall on the grounds of race, color, sex, age, disability or national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Town receives federal financial assistance;

WHEREAS, the Town will make every effort to ensure nondiscrimination with respect to race, color, religion, national origin, sex, age, disability, religion, or familial status in all of its programs and activities, regardless of funding source.

WHEREAS, the Town currently includes, and will continue to include, nondiscrimination language requiring compliance with Title VI in all written agreements and bid notices;

WHEREAS, Town Manager shall be responsible for monitoring and initiating Title VI compliance in the areas of contracting, policies, procedures, services, activities and programming and the Clerk/Treasurer shall be responsible for monitoring and initiating Title VI compliance in the areas of hiring and employee training and benefits;

WHEREAS, the Town of Culver Council ("Council") has established a Title VI Complaint procedure in accordance with federal law;

WHEREAS, the Town's Title VI Plan, Complaint procedure, and non-discrimination policy shall be publicly disseminated through the Town's website and other appropriate avenues;

WHEREAS, the Council believes it is important that all employees be trained on the Town's Title VI and non-discrimination policies; and

WHEREAS, the Council is committed to eliminating discrimination and encouraging equality in all Town programs and activities.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL FOR THE  
TOWN OF CULVER, INDIANA:

Section 1. The Town of Culver adopts the following Title VI and non-discrimination policy:

**"It is the express policy of the Town of Culver that no person shall be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under, any program, services or activity receiving federal funds on the grounds of race, color, national origin, sex, sexual orientation, gender identity, age, disability, religion, income status, Limited English Proficiency, or familial status in accordance with federal law. It is also the policy of the Town of Culver to make every effort to ensure nondiscrimination with respect to race, color, national origin, sex, sexual orientation, gender identity, age, disability, religion, income status, Limited English Proficiency, or familial status for all Town programs, services and activities regardless of its funding source."**

**Section 2. The above policy shall be disseminated on the Town's webpage and all other appropriate avenues.**

**Section 3. Non-discrimination language in compliance with federal law and consistent with the Town's Title VI and non-discrimination policy articulated in Section 1 shall be included in all written contracts and bid notices.**

**Section 4. The Town Council hereby appoints Town Manager as the Town's Title VI Coordinator with respect to contracting, policies, procedures, services, hiring, employee training and policies, and employee benefits.**

**Section 5. The Council hereby adopts the Title VI Plan and the included complaint process as described in the Title VI Plan attached hereto as "Exhibit A" and directs that it be posted on the Town's website and made available to the public through all other appropriate avenues.**

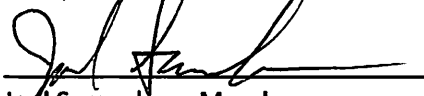
**Section 6. The Council directs Town Manager, in coordination with the Clerk/Treasurer, to prepare and present to the Council an annual Title VI and nondiscrimination report to the Council no later than March 1 of each year.**

**Section 7. The Council directs the Town Manager, in coordination with the Clerk/Treasurer, to provide Title VI and non-discrimination training to all employees.**

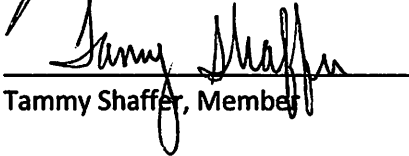
**PASSED BY THE TOWN COUNCIL CULVER, INDIANA this 22nd day of November, 2016, by a vote of**  
**4 ayes, \_\_\_\_\_ nays.**



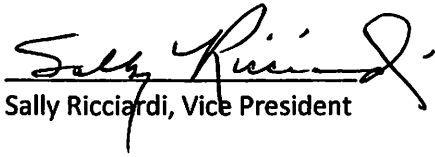
Ginny Munroe, President



Joel Samuelson, Member



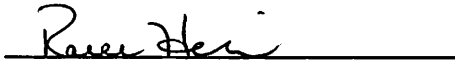
Tammy Shaffer, Member



Sally Ricciardi, Vice President

\_\_\_\_\_  
Dave Beggs, Member

Attest:



Karen Heim, Clerk-Treasurer