

City of Niceville, Florida
Title VI/Nondiscrimination Policy and Plan
Including Sub-Recipients with Local, State, and Federally
Funded Programs.

Policy Statement

The City of Niceville values diversity and welcomes input from all interested parties, regardless of cultural identity, background or income level. Moreover, the city believes that the best programs and services result from careful consideration of the needs of all of its communities and when those communities are involved in the decision-making processes. Thus, the city does not tolerate discrimination in any of its programs, services or activities pursuant to Title VI of the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; Age Discrimination Act of 1975; Section 324 of the Federal-Aid Highway Act of 1973; Civil Rights Restoration Act of 1987; and related statutes and regulations, that no person shall on the basis of race, color, national origin, sex, religion, age, disability, income or family status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination or retaliation under any federally or non-federally funded program, service or activity administered by the City of Niceville or its sub-recipients.

Complaint Procedures

The City has established a discrimination complaint procedure and will take prompt and reasonable action to investigate and eliminate discrimination or retaliation when found. Any person who believes that he or she has been subjected to discrimination or retaliation based upon race, color, national origin, sex, religion, age, disability, family or income status in any of the City's programs, services or activities may file a written complaint with the City Title VI/Nondiscrimination Coordinator:

Name: David Deitch, City Manager,

Address: City of Niceville
208 N. Partin Dr.
Niceville, FL 32578

Email: citymanager@nicevillefl.gov

Phone: (850) 279-6436 ext. 1010

Fax: (850) 729- 4013

Hearing Impaired: Telephone the Florida Relay Service Numbers (800) 955-8771
(TDD) or (800) 955-8770 (voice) for assistance.

If possible, the complaint should be submitted in writing and contain the identity of the complainant; the basis for the allegations (i.e., race, color, national origin, sex, religion, age, disability or family status); and a description of the alleged discrimination or retaliation with the date of occurrence. If the complaint cannot be submitted in writing, the complainant should contact the Title VI/Nondiscrimination Coordinator for assistance.

No one will be subject to, and the city prohibits, any form of discipline, reprisal, intimidation or retaliation for good faith reporting on an incident of discrimination or harassment. Additionally, no one shall be punished solely on the basis that he or she reported in good faith what was reasonably believed to be a violation of City policy or law.

The Title VI/Nondiscrimination Coordinator will respond to the complaint within thirty (30) calendar days and will take reasonable steps to resolve the matter. Should the City be unable to satisfactorily resolve a complaint, the city will forward the complaint, along with a record of its disposition to the appropriate funding agency.

The City's Title VI Coordinator is the City Manager and is not required to obtain other approval to discuss discrimination issues. However, should the complainant be unable or unwilling to complain to the city, the written complaint may be submitted directly to the state or federal agency directly.

Should the complainant be unable or unwilling to complain to the City, the written complaint may also be submitted directly to Florida Department of Transportation (FDOT). FDOT serves as a statewide clearinghouse for Title VI purposes and will either assume jurisdiction over the complaint or forward it to the appropriate federal or state authority for continued processing:

Florida Department of Transportation
Equal Opportunity Office
ATTN: Title VI Complaint Processing
605 Suwannee Street MS 65 Tallahassee, FL 32399

Retaliation

Retaliation is prohibited under Title VI of the Civil Rights Act of 1964 and related federal and state nondiscrimination authorities. It is the policy of the City of Niceville that persons filing a complaint of discrimination should have the right to do so without interference, intimidation, coercion or fear of reprisal. Anyone who feels they have been subjected to retaliation should report such an incident to the City Manager named in this policy. The procedures and time constraints for filing retaliation claims are the same as those that apply to Title VI discrimination claims.

Limited English Proficiency (LEP) Guidance

Title VI of the Civil Rights Act of 1964, Executive Order 13166, and various directives from the US Department of Justice (DOJ) and US Department of Transportation (DOT) require federal aid recipients to take reasonable steps to ensure meaningful access to programs, services and activities by those who do not speak English proficiently.

The City understands that its community profile may be changing and may reveal the need for more or varied LEP services in the future. Unfortunately, the City does not have the staff or financial capacity to establish a LEP program at this time.

However, Persons requiring special language services or assistance should contact the Okaloosa County Title VI/Nondiscrimination Coordinator at:

Grant Dugre, Executive Assistant II
Okaloosa County BCC
302 N. Wilson Street, Suite 302
Crestview, Florida 32536
Email: gdugre@myokaloosa.com
Phone: 850-689-5007
Hearing Impaired: 1-800-955-8771 (TDD), and 1-800-955-8770 (Voice)

ADA/504 Statement

Section 504 of the Rehabilitation Act of 1973 (Section 504), the Americans with Disabilities Act of 1990 (ADA) and related federal and state laws and regulations forbid discrimination against those who have disabilities. Furthermore, these laws require federal aid recipients and other government entities to take affirmative steps to reasonably accommodate the disabled and ensure that their needs are equitably represented in transportation programs, services and activities. Adopted by the City with the City incorporation; State of Florida House Bill 1302, May 18, 1939. Passed May 25, 1939.

The City will make every effort to ensure that its facilities, programs, services, and activities are accessible to those with disabilities. The City will make every effort to ensure that its advisory committees, public involvement activities and all other programs, services and activities include representation by the disabled community and disability service groups.

The City encourages the public to report any facility, program, service or activity that appears inaccessible to those who are disabled. Furthermore, the City will provide reasonable accommodation to disabled individuals who wish to participate in public involvement events or who require special assistance to access facilities, programs, services or activities. Because providing reasonable accommodation may require outside assistance, organization or resources, the City asks that requests be made at least fifteen (15) calendar days prior to the need for accommodations.

Questions, concerns, comments or requests for accommodation should be made to the City's ADA Officer:

Name: David Deitch, City Manager
Address: City of Niceville
208 N. Partin Dr.
Niceville, FL 32578
Email: citymanager@nicevilletl.gov
Phone: (850) 279-6436 ext. 1010
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Hearing Impaired: Telephone the Florida Relay Service Numbers (800) 955-8771 (TDD)
or (800) 955-8770 (voice) for assistance.

Assurances

Every three years, or commensurate with a change in City executive leadership year, the City must certify that its programs, services and activities are being conducted in a nondiscriminatory manner. These certifications are termed 'assurances' and serve two important purposes. First, they document the City's commitment to nondiscrimination and equitable service to its community. Second, they serve as a legally enforceable agreement by which the City may be held liable for breach. The public may view the assurance by visiting the City's offices.

ATTEST:

CITY OF NICEVILLE, FLORIDA


David Deitch, City Manager


Daniel Henkel, Mayor