

Approved By:

Date



The City of Bakersfield

POLICY STATEMENT

SUBJECT: Title VI Non-Discrimination

STATEMENT

The City of Bakersfield is committed to ensuring that no person is excluded from participation in, or denied the benefits of its services or programs on the basis of race, color or national origin (or any other basis protected by federal, state or local statute) as afforded by Title VI of the Civil Rights Act of 1964, as amended from time to time.

PROCEDURE

The City of Bakersfield, as a federal grant subrecipient, is required to conform to Title VI of the Civil Rights Act of 1964 and its amendments. Therefore, the City of Bakersfield will provide meaningful access to its programs, activities, and services absent prejudice or discriminatory actions by program administrators.

Programs and processes to support equal and equitable access may include but are not limited to:

- o Development and implementation of a "Language Action Plan" (LAP) to identify what to do if a "Limited English Proficiency" (LEP) individual seeks services.
- o Provide translation services and assess ongoing translation needs in accordance with the LAP.
- o Promote Environmental Justice into its programs, policies and activities. Action and involvement efforts seek to provide justice and equal access for communities in order to avoid or mitigate adverse effects on minority and low-income populations.

Any person who believes he or she has been aggrieved by any unlawful discriminatory practice under Title VI may file a written complaint with the City of Bakersfield or the Department of Justice. Federal and State law requires complaints be filed within one-hundred eighty (180) calendar days of the alleged incident and include the signature of the

complainant. Complainant shall complete a City of Bakersfield Title VI Complaint Form and submit to:

Title VI Coordinator – Human Resources
City of Bakersfield
1600 Truxtun Avenue
Bakersfield, CA 93301
(661) 326-3773

For additional information regarding this policy please contact the Human Resources division.