



DEARBORN COUNTY, INDIANA

TITLE VI IMPLEMENTATION PLAN

2025

Updated by: Sue Hayden, ADA/Title VI Coordinator

Adopted August 20, 2024 by the Dearborn County Commissioners

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INTRODUCTION

This Title VI Implementation Plan, a “living document,” is part of Dearborn County’s continual and ongoing effort to comply with civil rights regulations. The document reflects Dearborn County’s intent 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. Dearborn County seeks to provide continued transparency, clarity, and technical guidance for both internal and external constituents regarding its Title VI policy and program.

1. POLICY STATEMENT

Pursuant to Title VI of the Civil Rights Act of 1964, as amended, and the Civil Rights Restoration Act of 1987, Dearborn County, Indiana, hereinafter referred to as “Dearborn County,” will not exclude from participation in any program or activity, deny the benefits of, or subject to discrimination any individual on the grounds of race, color, or national origin, sex, age, disability, limited English proficiency or income status regardless of the funding source. Furthermore, Dearborn County will carry out programs and/or activities conducted by the agency, its contractors or any subrecipient of the Federal assistance in a nondiscriminatory manner.

2. NON-DISCRIMINATION STATEMENTS

The Dearborn County Board of Commissioners have prepared a public statement of nondiscrimination and their intent to comply and enforce Title VI of the Civil Rights Act of 1964. The statement is posted in all public buildings owned and operated by Dearborn County Government. Additionally, the posting provides information about how to raise concerns or lodge complaints related to potential violations of Title VI. A copy of this statement is provided in this plan as **(Appendix K)**.

TITLE VI NON-DISCRIMINATION NOTICE & POLICY (Appendix B)

Dearborn County 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, Dearborn County will conform 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 Dearborn County on the grounds of race, color, age, sex, sexual orientation, gender identity, disability, national origin, religion, income status or limited English proficiency. Dearborn County further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, regardless of whether those programs and activities are federally funded.

It is the policy of Dearborn County to comply with 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 or 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, Dearborn County 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.

Dearborn County 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, Dearborn County will take reasonable steps to provide meaningful access to services for persons with limited English proficiency (LEP). Dearborn County will, where necessary and appropriate, revise, update and incorporate nondiscrimination requirements into appropriate manuals, directives, and regulations.

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

The following individual has been identified as Dearborn County’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.

Sue Ann Hayden
Title VI / ADA Coordinator
165 Mary Street
Lawrenceburg, IN 47025
shayden@dearborncounty.in.gov

Dearborn County affirms its commitment to nondiscrimination annually by publishing its Annual Title VI Implementation Plan and reaffirming its Assurances of Nondiscrimination, incorporated herein ([see next page](#)).

TITLE VI ASSURANCES & IMPLEMENTATION

Fully executed, signed Assurances are included as **(Appendix A)** and integrated into this document. This Title VI Implementation Plan has been adopted, implemented and is being adhered to by Dearborn County. Dearborn County has implemented this plan by Resolution **(Appendix C)** and it is effective for plan year 2024-2025. This plan will be renewed on or before October 1, 2025.

Signed by: Jim Thatcher Date: 8-20-24

Jim Thatcher, BOC President

The individual above is a duly authorized representative of Dearborn County.

3. ASSURANCES

Dearborn County will affirm its commitment to nondiscrimination by publishing its Annual Title VI Implementation Plan and reaffirming its Assurance of Nondiscrimination. A copy of the current Assurances can be found as **(Appendix A)**.

4. TITLE VI COORDINATOR

The Dearborn County Board of Commissioners appoints a Title VI Coordinator at their reorganizational meeting the first Tuesday of every January. The current Title VI Coordinator is:

Sue Ann Hayden

County Administrator / ADA & Title VI Coordinator

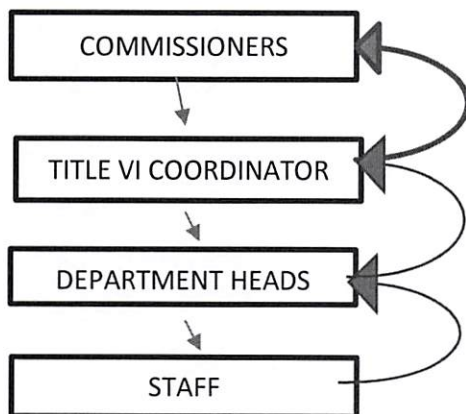
Dearborn County Government Center

165 Mary Street, Lawrenceburg, IN 47025

Office Phone: (812) 537-8894

Email: shayden@dearborncounty.in.gov

5. ORGANIZATION STAFFING



A list of Dearborn County Departments and contact information is in **(Appendix D)**.

6. EMPLOYER/EMPLOYEE EDUCATION & TRAINING

Title VI plan and policy education and literature will be provided to all Dearborn County employees. Dearborn County employees will be required to sign an acknowledgement (**Appendix E**) of receipt indicating they have received and reviewed Title VI policy guidelines. New employees will be provided with education and literature at new employee orientation. Employees will be provided with updated education and literature as Dearborn County deems necessary.

Employees will be expected to follow the Title VI policy and the guidelines set forth. In addition, Dearborn County employees should make every effort to alleviate any barriers to service or public use that would restrict public access or usage, take prompt and reasonable action to avoid or minimize discrimination incidences and **immediately** notify the Title VI Coordinator, in writing, of any questions, complaints or allegations of discrimination.

7. SUBRECIPIENT REVIEW: CONTRACTORS, SUBCONTRACTORS, VENDORS & CONSULTANTS

All contractors, subcontractors and vendors who receive payments from Dearborn County where funding originates from any Federal assistance programs are subject to the provisions of Title VI of the Civil Rights Act of 1964, as amended. Dearborn County will include Title VI language, as per the Standard U.S. DOT Title VI Assurances (**Appendices A (a, b, & c)**), as relevant and appropriate, in written agreements and bid notices. Written agreements relevant to Title VI shall not contain any form of discrimination, either written or implied.

8. CONCERNS/COMPLAINT PROCESS

Dearborn County will take prompt and reasonable actions to thoroughly investigate concerns and complaints. Any individual, who believes they have been subjected to discrimination, may file a complaint with the Dearborn County Title VI Coordinator. Complaint forms (**Appendix F**) can be found on Dearborn County's website: www.dearborncounty.in.gov, or by contacting the Dearborn County Title VI Coordinator. In order for the complaint to be considered, the complainant must file the appropriate documentation:

1. Within 180 days of the alleged act of discrimination; or
2. Where there has been a continuing course of alleged discriminatory conduct, on the date in which the alleged conduct was discontinued.

Complaints shall be made in writing and shall be signed by the complainant and/or the complainant's representative. Complaints will be entered on a Complaint Log (**Appendix G**). Complaints must contain the following and describe as completely as possible the facts and circumstances surrounding the alleged discrimination:

- Name of the complainant.
- Contact information (telephone number, address, emailaddress).
- Basis for the allegation(s) (i.e., race, color, national origin, gender, age, etc.).
- A detailed description of the alleged discrimination (how, when, where & why they believe they were discriminated against including the location(s), name(s) and contact information of all witnesses, if applicable).
- Any other information that is deemed significant.

If the complainant is unable or incapable of providing a written statement, a verbal complaint may be made to the Dearborn County Title VI Coordinator. Under these circumstances, the complainant will be interviewed and the Dearborn County Title VI Coordinator will assist the complainant in completing a written statement.

Within fifteen (15) calendar days after receipt of the complaint, the Title VI Coordinator will arrange to speak or meet with the complainant to discuss the complaint and the possible resolutions if applicable. If a complaint is deemed incomplete, additional information will be requested. The complainant has sixty (60) business days to respond to the request for additional information. A complainant's failure to respond to the request within sixty (60) business days may result in the administrative closure of the complaint.

If Dearborn County does not have sufficient jurisdiction to investigate the complaint, the Title VI Coordinator will refer the complaint to the appropriate local, state, or federal agency holding such jurisdiction. The Title VI Coordinator will notify the complainant or their representative, in writing, that the complaint is outside of Dearborn County's jurisdiction and where the complaint has been referred for further handling.

The Title VI Coordinator will conduct a complete and thorough investigation of complaints inside Dearborn County's jurisdiction and based upon the information obtained will render a final written response letter to the complainant or their representative by registered mail or hand delivery within sixty (60) business days. The final written response will include a description of the complaint, a summary of the investigation and the findings of such, summaries of all individuals interviewed, and if appropriate, recommendations and resolutions. All written complaints, investigations and responses will be retained by Dearborn County for at least three (3) years.

A complainant's identity shall be kept confidential except to the extent necessary to complete the investigation. If it is necessary to disclose the complainant's identity to the alleged person who may have discriminated or a third-party, Dearborn County must first obtain the complainant's written consent. Dearborn County must also obtain the complainant's written consent before providing a copy of the complaint to any other individual(s) involved with the investigation.

(Appendix H)

If a complainant is dissatisfied with the final resolution of the complaint, they have the right to file a complaint with:

Department of Justice
Federal Coordination and Compliance Section - NWB
Civil Rights Division U.S. Department of Justice
950 Pennsylvania Avenue, N.W. Washington, D.C. 20530

Complaints may also be filed with the following governmental agencies:

IN Dept of Transportation Economic Opportunity Div. 100 N. Senate Ave, Rm. N750 Indianapolis, IN 46204 Phone: (317) 233-6511 Fax: (317) 233-089	Indianapolis District EEOC Ofc. 101 W. Ohio Street, Suite 1900 Indianapolis, IN 46204 Phone: (800) 66-4000 Fax: (317) 226-7953 TTY: 1 (800) 669-6820	IN Civil Rights Commission 100 N. Senate Ave, Rm N103 Indianapolis, IN 46204 Phone: (317) 232-2600 Fax: (317) 232-6560 Hearing Impaired: 1 (800) 743-3336
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9. PUBLIC DISSEMINATION

Title VI information shall be displayed in Dearborn County buildings and all places in which public meetings are held. The Dearborn County Title VI Plan and Policy, which include ADA Plan information, Limited English Proficiency (LEP) and complaint procedures are available on the Dearborn County website at www.dearborncounty.in.gov. Copies of the plan will be provided upon request. LEP individuals may obtain translated copies of these plans upon request. Any questions or comments regarding this plan should be directed to the Title VI Coordinator.

10. COMMUNITY INVOLVEMENT & OUTREACH

Dearborn County is committed to ensuring that community involvement and outreach is done in a respectful and appropriate manner that will allow for diverse involvement. Public meetings, programs and activities will provide equitable opportunities for participation.

The Dearborn County Council, the Dearborn County Board of Commissioners, as well as other various Dearborn County boards meet regularly and those meetings are open to the public. Meetings that are open to the public are advertised via local media and posted publicly in accordance with the Indiana Open Door Law. The Board of County Commissioners suggests that all public meetings be posted on the Dearborn County website at www.dearborncounty.in.gov. Also published on the Dearborn County website are various meeting agenda's, meeting minutes, Dearborn County notices, events, and news. Some departments within Dearborn County utilize signage, media, and social media websites as another avenue to communicate with the community.

All Dearborn County public meetings are held in locations accessible to individuals with disabilities. Upon request, translators can be provided free of charge to those individuals with Limited English Proficiency (LEP). Auxiliary aids are also available upon request. All requests must be made a minimum of forty-eight (48) hours in advance.

11. DATA COLLECTION

Dearborn County shall collect and analyze statistical information regarding demographics to assist in monitoring and ensuring nondiscrimination in all of its programs and activities. The county will utilize a voluntary Title VI public involvement survey (**Appendix I**) at all public hearings and meetings. The survey allows respondents to remain anonymous and requests information regarding the respondent's gender, ethnicity, race, age, income and if they are disabled. The facilitator of the public meetings will announce to attendees that the survey is available, explain its purpose, and remind attendees to complete the voluntary survey, if desired. Completed surveys will be retained by the Title VI Coordinator for three (3) years.

The Title VI Coordinator will also collect and report statistical data for the past three (3) years as it relates to the number of federally funded projects, complaints filed and the results of those complaints, any requests for language services, demographic statistics, and department compliance reviews.

12. SECTION 504 /AMERICANS WITH DISABILITIES (ADA)

Pursuant to the requirements of Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794) as amended, and the Americans with Disabilities Act of 1990, as well as any other local, federal, and state laws and regulations, Dearborn County will make every reasonable effort to ensure that no individual with a disability will be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any of Dearborn County's programs or activities.

Dearborn County maintains a current ADA Transition Plan to ensure citizens have access to and understand the county's commitment to nondiscrimination on the basis of disability. For more information regarding Dearborn County's ADA policy, please visit Dearborn County's website at www.dearborncounty.in.gov and select the ADA & Title VI Compliance page.

13. LIMITED ENGLISH PROFICIENCY (LEP) PLAN

Dearborn County has prepared this plan in accordance with Title VI of the Civil Rights Act of 1964, as amended, which states that no person shall be subjected to discrimination on the basis of race, color, or national origin. The purpose of this plan is to help identify reasonable steps for providing language assistance to individuals with limited English proficiency who wish to access services provided by Dearborn County.

Presidential Executive Order No. 13166, titled "*Improving Access to Services for Persons with Limited English Proficiency*," indicates that individuals treated differently based upon their inability to speak, read, write, or understand English is a type of national origin discrimination. Presidential Executive Order 13166 defines limited English proficiency persons as those individuals who do not speak English as their primary language and have limited ability to read, speak, write, or understand English.

FOUR-FACTOR LEP ANALYSIS

In order to prepare this plan, Dearborn County utilized the U.S. Department of Transportation four-factor LEP analysis which considers the following factors:

1. The number or proportion of LEP persons eligible to be served or likely to encounter a Dearborn County program, activity, or service.
2. The frequency with which LEP persons come into contact with Dearborn County programs, activities, or services.
3. The nature and importance of programs, activities or services provided by Dearborn County to the LEP population.
4. The resources available to Dearborn County and the overall costs to provide LEP assistance.
 - *FACTOR 1 - The number or proportion of LEP persons in the service area who may be served or are likely to encounter a Dearborn County program, activity, or service.*

Using 2020 census data, it has been estimated that Dearborn County's population was 50,680. The demographics by ethnicity indicate that 1470 citizens were not Caucasian/white (2.9% of the total population). 710 citizens were identified as not Hispanic and 760 citizens were identified as Hispanic. Additionally, 2% of Dearborn County's population, age five (5) years and older, reported during census that they speak a language other than English. Therefore, it is estimated that 98% of Dearborn County's population, age five (5) years and over, speak only English. Due to the small portion of non-English-speaking citizens, the county will continue to monitor the population growth and will make efforts to respond to the needs of non-English speaking citizens if such assistance is requested and is not deemed cost prohibitive; on a case-by-case basis.

- *FACTOR 2 - The frequency with which LEP persons come in contact with Dearborn County programs, activities, or services.*

Dearborn County uses a process to assess the frequency with which LEP individuals come in contact with any of our programs, activities, or services by utilization of the Voluntary Title VI Public Involvement Survey (**Appendix H**), regularly questioning department heads and elected officials on their department's encounters with LEP individuals, and asking that any requests for language assistance are reported to the Title VI Coordinator. Based on the results of our research and infrequent requests for translation services, there appears to be a minimal need for translation services from Dearborn County.

- *FACTOR 3 - The nature and importance of programs, activities or services provided by Dearborn County to the LEP population.*

If at any time a LEP individual requests translation services that are considered important such that denial or delay of access or services or information could have serious or even life-threatening implications, Dearborn County will provide, upon request, services to assist the LEP population including translation of documents and interpretation services.

- *FACTOR 4 - The resources available to Dearborn County and the overall costs to provide LEP assistance.*

Dearborn County has access to a local community college, IVY Tech. They can aid with translation if contacted in a reasonable time. Dearborn County will also utilize language translation software available on mobile device.

SUMMARY of LEP

The analyses of the four factors suggest that LEP services are not substantiated at Dearborn County at this time. Dearborn County, however, has committed to the following:

- Offer, wherever possible and not deemed financially prohibitive, translators for Dearborn County public meetings, programs and activities if requested within forty-eight (48) hours in advance.
- Work with the local community college, Ivy Tech, to determine what resources they may have for language education and interpreters and to build a list of language assistance professionals and resources.
- In any programs or services where administrators see a need for dual language documents or personal assistance, departments are encouraged to use good judgment and work to accommodate citizens. All Dearborn County Departments have "I Speak" Cards (**Appendix J**) to assist in identifying the language if interpretation needed.
- Continually monitor our website and adjust as necessary to ensure information is accessible to LEP individuals when appropriate.

Dearborn County is aware that the community profile is ever-changing; therefore, this LEP plan and the four-factor analysis will be re-evaluated on an annual basis to ensure that the plan remains reflective of the community's needs. Demographics will continue to be monitored and updates to this LEP Policy will be made as required. Individuals requiring special language services or accommodations should contact Dearborn County's Title VI Coordinator.

14. ENVIRONMENTAL JUSTICE

Environmental Justice requires additional public participation and mitigation strategies when programs are in a disproportionately low income or minority area. Dearborn County is committed to performing environmental justice analysis for any project that may result in a disproportionately high adverse impact on a minority or low-income population in or near the project area.

Because Dearborn County has much rural land mass and income levels do not vary largely from one portion of the county to the other, we do not anticipate this analysis being routinely necessary. However, when a road project that impacts a community is planned, the Highway Engineer will be mindful of the income levels in the impacted area.

In performing such analysis, demographic data will be obtained and analyzed before and/or during the scoping stage of the project. The information obtained will be used in coordination planning and public involvement planning.

When the need for environmental justice analysis is appropriate, the county will utilize the NEPA (National Environmental Policy Act) process and guidelines as defined on the NEPA website: www.epa.gov/NEPA

Appendix A
2025 Dearborn County, Indiana Title VI Assurances

Dearborn County (hereinafter referred to as the "Recipient") HEREBY AGREES THAT as a condition to receiving any Federal financial assistance from the Department of Transportation it will comply with Title VI of the Civil Rights Act of 1964, 78 stat. 252, 42 U.S.C. 2000d-42 U.S.C. 200d-4 (hereinafter referred to as the "Act"), and all requirements imposed by or pursuant to Title 40, Code of Federal Regulations, Department of Transportation, Sub Title A, Office of the Secretary, Part 21, Nondiscrimination in Federally-Assisted Programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964 (hereinafter referred to as the "Regulations") and other pertinent directives, to the end that is in accordance with the Act, Regulations, and other pertinent directives, no person in the United States shall, on the grounds of race, color, 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 Recipient receives Federal financial assistance from the "appropriate Grantor(s)" and, HEREBY GIVES ASSURANCE THAT it will promptly take any measures necessary to effectuate this agreement. This assurance is required by subsection 21.7(a)(1) of the Regulations.

More specifically and without limiting the above general assurance, the Recipient hereby gives the following specific assurances with respect to the "appropriate Grantor(s):"

1. That the Recipient agrees that each "program" and each "facility" as defined in subsections 21.23(e) and 21.23(b) of the Regulations, will be (with regard to a "program") conducted, or will be (with regard to a "facility") operated in compliance with all requirements imposed by, or pursuant to, the Regulations.
2. That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations and made in connection with the "appropriate Grantor(s)" and, in adapted form in all proposals for negotiated agreements:

Recipient, in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat, 252, 42 U.S.C. 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Sub Title A, Office of the Secretary, Part 21, Nondiscrimination in Federally assisted programs of the Department of Transportation issued pursuant to such Act, hereby notifies all bidden that it will affirmatively insure that in any contract entered into pursuant to this advertisement, minority business enterprises will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.

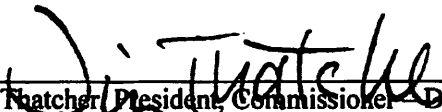
3. That the Recipient shall insert the clauses of **Appendix "a"** of this assurance in every contract subject to the Act and the Regulations.
4. That the Recipient shall insert the clauses of **Appendix "b"** of this assurance as a covenant running with the land, in any deed from the United States effecting a transfer of real property, structures, or improvements thereon, or interest therein.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance shall extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisitions of real property or an interest in real property, the Assurance shall extend to rights to space on, over or under such property.

7. That the Recipient shall include the appropriate clauses set forth in Appendix "c" of this Assurance as a covenant running with the land, in any future deeds, leases, permits, licenses and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under the "appropriate Grantor(s)" and (b) for the construction or use of or access to space on, over or under real property acquired, or improved under the "appropriate Grantor(s)."
8. That is Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of personal property, or real property or interest therein or structures or improvements thereon, in which case the Assurance obligates the Recipient or any transferee for the longer of the following periods: (a) the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or (b) the period during which the Recipient retains ownership or possession of the property.
9. The Recipient shall provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-grantees, contractors, subcontractors, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Act, the Regulations, and this Assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Act, the Regulations, and this Assurance.

This Assurance is given in consideration of and for the purpose of obtaining any and all Federal grants, loans, contracts, property, discounts, or other Federal financial assistance extended after the date hereof to the Recipient Department of Transportation under the "appropriate Grantor(s)" and is binding on it, other recipients, sub-grantees, contractors, subcontractors, transferees, successors in interest and other participants in the "appropriate Grantor(s)". The person or persons whose signatures appear below are authorized to sign this Assurance on behalf of the Recipient.

Updated this 20th day of August, 2024

BOARD OF COMMISSIONERS OF DEARBORN COUNTY



 Jim Thatcher, President, Commissioner - District 1



 Allen Goodman, Commissioner - District 2



 Richard M. Probst, Commissioner - District 3

Attest: 

 Connie Fromhold, County Auditor

APPENDIX "a"
Contractor Assurances

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees as follows:

- (1) **Compliance with Regulations:** The contractor shall comply with the Regulation relative to nondiscrimination in Federally-assisted programs of the Department of Transportation (hereinafter "DOT") Title 49, Code of Federal Regulations, Part 21, and the Federal Highway Administration (hereinafter "FHWA") Title 23, Code of Federal Regulations, Part 200 as they may be amended from time to time, (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this contract.
- (2) **Nondiscrimination:** The Contractor, with regard to the work performed by it during the contract, shall not discriminate on the grounds of race, color, or national origin, sex, age, and disability/handicap and low income in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor shall not participate either directly or indirectly in the discrimination prohibited by 49 CFR, Section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.
- (3) **Solicitations for Subcontractors, Including Procurements of Materials and Equipment:** In all solicitations either by competitive bidding or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials or leases of equipment, each potential subcontractor or supplier shall be notified by the contractor of the contractor's obligations under this contract and the Regulations relative to nondiscrimination on the grounds of race, color, or national origin, sex, age, and disability/handicap and low income.
- (4) **Information and Reports:** The contractor shall provide all information and reports required by the Regulations, or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by Dearborn County, Indiana, or the Indiana Department of Transportation (INDOT) or the FHWA to be pertinent to ascertain compliance with such Regulations, orders, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish this information the contractor shall so certify to Dearborn County, Indiana, or INDOT or the FHWA as appropriate, and shall set forth what efforts it has made to obtain the information.
- (5) **Sanctions for Noncompliance:** In the event of the contractor's noncompliance with the nondiscrimination provisions of this contract, Dearborn County, Indiana shall impose such contract sanctions as it or INDOT or the FHWA may determine to be appropriate, including, but not limited to:
 - a. Withholding of payments to the contractor under the contract until the contractor complies, and/or
 - b. Cancellation, termination, or suspension of the contract, in whole or in part.
- (6) **Incorporation of Provisions:** The contractor shall include the provisions of paragraphs (1) through (6) in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

The contractor shall take such actions with respect to any subcontract or procurement as Dearborn County, Indiana or INDOT or the FHWA may direct as a means of enforcing such provisions including sanctions for noncompliance: provided, however, that, in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or supplier as a result of such direction, the contract may request Dearborn County, Indiana to enter into such litigation to proceed the interests of Dearborn County, Indiana and, in addition, the contractor may request the United States to enter into such litigation to protect the interest of the United States.

APPENDIX “b”

Clauses for deeds effecting or recording the transfer of real property, structures, or improvements

The following clauses shall be included in any and all deeds effecting or recording the transfer of real property, structures, or improvements thereon, or interest therein for the United States.

(Granting Clause)

NOW, THEREFORE, the Department of Transportation, as authorized by law, and upon the condition that Dearborn County, Indiana will accept title to the lands and maintain the project constructed thereon, in accordance with Title 23, United States Code of Federal Regulations, the Regulations for the Administration of Federal Aid Highway Programs and the policies and procedures prescribed by FHWA, also in accordance with and in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes (hereinafter referred to as the Regulations) pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 USC 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto Dearborn County, Indiana all the right, title and interest of the Department of Transportation in and to said lands described in Exhibit “A” attached hereto and made a part hereof.

(Habendum Clause)

TO HAVE AND TO HOLD said lands and interests therein unto the Dearborn County, Indiana and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provisions of similar services or benefits and shall be binding on Dearborn County, Indiana its successors and assigns.

Dearborn County, Indiana, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person shall on the grounds of race, color, or national origin, sex, age, and disability/handicap, and low income be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on over or under such lands hereby conveyed [,][and)* (2) that Dearborn County, Indiana shall use the lands and interests in lands and interests in lands conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended [,] and (3) that in the event of breach of any of the above-mentioned nondiscrimination conditions, the Department shall have a right to re-enter said lands and facilities on said land, and the above described land and facilities shall thereon revert to and vest in and become the absolute property of the Department of Transportation and its assigns as such interest existed prior to this instruction.*

*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964

APPENDIX "c"

Clauses for deeds, licenses, permits or similar instruments entered into by Dearborn County

The following clauses shall be included in all deeds, licenses, leases, permits, or similar instruments entered into by Dearborn County, Indiana pursuant to the provisions of Assurance 7(a).

The _____ (grantee, licensee, lessee, permittee, etc., as appropriate) for himself, his heirs, personal representatives, successors in interest, and assigns, as part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that in the event facilities are constructed, maintained, or otherwise operated on the said property described in this _____ (deed, license, lease, permit, etc.) for a purpose for which a Department of Transportation program or activity is extended or for another purpose involving the provision of similar services or benefits, the _____ (grantee, licensee, lessee, permittee, etc.) shall maintain and operate such facilities and services in compliance with all other requirements imposed pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended.

The following shall be included in at licenses, leases, permits, etc.: *

That in the event of breach of any of the above nondiscrimination covenants, Dearborn County, Indiana shall have the right to terminate the _____ [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon, and hold the same as if said _____ [license, lease, permit, etc.] had never been made or issued.

The following shall be included in at deeds: *

That in the event of breach of any of the above nondiscrimination covenants, Dearborn County, Indiana shall have the right to re-enter said lands and facilities thereon, and the above-described lands and facilities shall thereupon revert to and vest in and become the absolute property of Dearborn County, Indiana, and its assigns.

The following shall be included in all deeds, licenses, leases, permits, or similar agreements entered into by Dearborn County, Indiana pursuant to the provisions of Assurance 7(b). *

The _____ (grantee, licensee, lessee, permittee, etc., as appropriate) for himself his personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds, and leases add "as a covenant running with the land") that (1) no person on the ground of race, color, or national origin, sex, age, disability/handicap, and low income shall be excluded from participation in, denied the benefits of, or he otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over or under such land and the furnishing of services thereon, no person on the ground of race, color, or national origin, sex age, disability/handicap and low income shall be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the _____ (grantee, licensee, lessee, permittee, etc.) shall use the premises in compliance with all other requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended.

**Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.*

Appendix B
DEARBORN COUNTY, INDIANA
TITLE VI NON-DISCRIMINATION NOTICE & POLICY

Dearborn County 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, Dearborn County will conform 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 Dearborn County on the grounds of race, color, age, sex, sexual orientation, gender identity, disability, national origin, religion, income status or limited English proficiency. (Name of LPA) further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, regardless of whether those programs and activities are federally funded.

It is the policy of Dearborn County to comply with 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 or 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, Dearborn County 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.

Dearborn County 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, Dearborn County will take reasonable steps to provide meaningful access to services for persons with limited English proficiency (LEP). Dearborn County will, where necessary and appropriate, revise, update and incorporate nondiscrimination requirements into appropriate manuals, directives, and regulations.

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

The following individual has been identified as Dearborn County'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.

Sue Ann Hayden
Title VI / ADA Coordinator
165 Mary Street
Lawrenceburg, IN 47025
shayden@dearborncounty.in.gov

Dearborn County affirms its commitment to nondiscrimination annually by publishing its Annual Title VI Implementation Plan and reaffirming its Assurances of Nondiscrimination, incorporated herein (see next page).

TITLE VI ASSURANCES & IMPLEMENTATION

Fully executed (Signed) Assurances are included in Appendices and integrated into this document. This Title VI Implementation Plan has been adopted, implemented and is being adhered to by Dearborn County. Dearborn County has implemented this plan by Resolution and it is effective for plan year 2024-2025. This plan will be renewed on or before October 1, 2025.

Signed by: Jim Thatcher

Date: 8/20/24

Jim Thatcher, BOC President

The individual above is a duly authorized representative of Dearborn County.

Appendix C

BOARD OF COMMISSIONERS
DEARBORN COUNTY, INDIANA

RESOLUTION NO. 2024-005

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE COUNTY OF
DEARBORN, INDIANA ADOPTING THE 2025 TITLE VI PLAN UPDATE**

WHEREAS, the Federal government enacted the Civil Rights Act of 1964 (Title VI), 49 CFR § 26, to prevent discrimination of individuals based on race, color, sex, disability, national origin, or income status relating to employment and access to public facilities; and

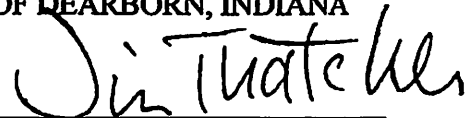
WHEREAS, in compliance with Title VI of the Civil Rights Act of 1964 the County of Dearborn adopted and implemented a Title VI Implantation Plan on March 15, 2016 (Resolution 2016-004) & acknowledges to update this plan annually, by October 1st to provide equal opportunity and equitable service for the citizens of Dearborn County.

NOW, THEREFORE, BE IT RESOLVED by the Dearborn County Board of Commissioners of the County of Dearborn, Indiana:

That the County of Dearborn adopts the attached Title VI Plan Update, and that the Plan shall be reviewed annually by the County to assess policies and procedures and update goals as deemed appropriate.

RESOLVED AND ADOPTED this 20th day of August, 2024.

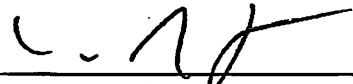
BOARD OF COMMISSIONERS
OF DEARBORN, INDIANA



Jim Thatcher, President



Allen Goodman, Member



Richard M. Probst, Member

ATTEST:


Connie Fromhold, Dearborn County Auditor

Appendix D
Department Contacts

DEPARTMENT	CONTACT	PHONE	EMAIL
Title VI Coordinator	Sue Hayden	812-537-8894	shayden@dearborncounty.in.gov
Animal Control	Steve Hofstetter	812-537-0913	shofstetter@dearborncounty.in.gov
Assessor	Megan Acra	812-537-8809	macra@dearborncounty.in.gov
Auditor	Connie Fromhold	812-537-8807	cfromhold@dearborncounty.in.gov
Building Commission	Bill Shelton	812-537-8822	bshelton@dearborncounty.in.gov
Circuit Court	Karen Todd	812-537-8865	ktodd@dearborncounty.in.gov
Clerk	Wendy Beatty	812-537-8867	wbeatty@dearborncounty.in.gov
Communications/911	Jared Teaney	812-537-8707	jteaney@dearborncounty.in.gov
Court Services	Steve Kelly	812-532-3255	skelly@dearborncounty.in.gov
Emergency Mgmt.	Jason Sullivan	812-537-3971	jsullivan@dearborncounty.in.gov
Health Department	Amy Rose	812-537-8826	arose@dearborncounty.in.gov
Highway Department	Todd Listerman	812-537-8754	tlisterman@dearborncounty.in.gov
Juvenile Center	Joshua Beshears	812-537-8740	jbeshears@dearborncounty.in.gov
Maintenance	Eric Hartman	812-537-8812	ehartman@dearborncounty.in.gov
Planning & Zoning	Nicole Daily	812-537-8821	ndailey@dearborncounty.in.gov
Prosecutor's Office	Julie Pendergast	812-537-8884	jpendergast@dearbornohioprossecutor.com
Recorder's Office	Joyce Oles	812-537-8837	joles@dearborncounty.in.gov
Sheriff's Department	Max Socks	812-537-8730	msocks@dearborncounty.in.gov
Solid Waste	David Hogg	812-926-9963	director@dearborncounty.in.gov
Superior Court I	Mandy Cooley	812-537-8874	mcooley@dearborncounty.in.gov
Superior Court II	Michelle Blackwell	812-537-8800	mblackwell@dearborncounty.in.gov
Surveyor's Office	Dennis Kraus, Jr.	812-537-3216	dkraus@dearborncounty.in.gov
Treasurer's Office	Barb Scherzinger	812-537-8811	bscherzinger@dearborncounty.in.gov
Veteran's Service Ofc	Dave Currence	812-537-8819	dcurrence@dearborncounty.in.gov

Appendix E

DEARBORN COUNTY TITLE VI EMPLOYEE ACKNOWLEDGEMENT

Dearborn County, Indiana *an Equal Opportunity Employer*

Title VI of the Civil Rights Act of 1964 as amended 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, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal Financial Assistance" (42 U.S.C. Section 2000d).

Pursuant to Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987 Dearborn County will not exclude from participation in, deny the benefits of, or subject to discrimination any individual on the grounds of race, color, or national origin.

All Dearborn County employees are expected to consider, respect, and observe this policy in their daily work responsibilities and interactions with other employees and the public. Dearborn County employees should work to prevent and alleviate any barriers to service or public use that would restrict public access or usage and take prompt and reasonable action to avoid or minimize discrimination incidences. If another employee or citizen approaches with a question, concern, or complaint regarding discrimination, please refer them to Dearborn County's Title VI Coordinator:

Sue Ann Hayden, Title VI Coordinator
Office of the County Commissioners – 3rd Floor Administration Building
Dearborn County Government
165 Mary Street
Lawrenceburg, IN 47025
Phone: (812) 537-8894
Email: shayden@dearborncounty.in.gov

Employee Name: _____ Date: _____

Employee Signature: _____ Dept: _____

****Employee signature confirms receipt and understanding of Title VI plan and policy****

TITLE VI COMPLAINT FORM

**Dearborn County, Indiana
an Equal Opportunity Employer**

Complainant's Name: _____ Date: _____

Address: _____

City, State & Zip Code: _____ Phone

Number: _____ Email address: _____

Person discriminated against: (if someone other than the complainant)

Name: _____ Phone Number: _____

Address: _____

City, State & Zip Code: _____

Please indicate why you believe the discrimination occurred:

Race

Color

National Origin

Other Please explain: _____

What was the date of the alleged discrimination? _____

Where did the alleged discrimination take place? _____

Please describe the alleged discrimination. Be as specific as possible in explaining what happened and whom you believe was responsible. (Attach additional pages if needed)

Appendix F cont.

Please list any and all witnesses' names, phone numbers and email address:

What type of remedy would you suggest?

Have you ever filed a complaint with any other federal, state, or local agency; or with any federal or state court? ___ Yes ___ No

If yes, which court or agency? _____

Please attach any documents or other information that you believe is relevant to your complaint. Please sign, date, and send your complaint to:

**Sue Ann Hayden, Title VI Coordinator
Office of the County Commissioners – 3rd Floor Administration Building
Dearborn County Government Center
165 Mary Street
Lawrenceburg, IN 47025
Phone: (812) 537-8894
Email: shayden@dearborncounty.in.gov**

Printed name: _____

Signature: _____ Date: _____

Appendix H

TITLE VI AUTHORIZATION TO RELEASE INFORMATION FORM

Dearborn County, Indiana
an Equal Opportunity Employer

Name of complainant: _____

Address: _____

Telephone: _____ E-mail: _____

In order for a complete and thorough investigation of my Title VI complaint, I hereby authorize Dearborn County, Indiana to release the following information concerning my complaint:

The documents to be released are described or listed as: _____

I authorize this information to be released to: _____

I understand the information will be handled confidentially in compliance with applicable federal laws.
I understand that I may see the information that is to be sent.
I understand that I may revoke the authorization at any time by written, dated communication.
I have read and understand the nature of this release.

Signature

Witness signature

Printed name

Printed witness signature

Date

Date

Relationship to complainant (if applicable)

Completed form must be submitted to:
Sue Ann Hayden, Title VI Coordinator
Dearborn County Government
165 Mary Street
Lawrenceburg, IN 47025
Phone: (812) 537-8894
Email: shayden@dearborncounty.in.gov

Appendix I
Voluntary Title VI Public Involvement Survey
Dearborn County, Indiana

As a recipient of federal funds, Dearborn County is required to develop a procedure for gathering statistical data regarding participants and beneficiaries of its federal-aid programs and activities (23 CFR §200.9(b)(4)). Dearborn County is distributing this voluntary survey to fulfill that requirement to gather information about the populations affected by Dearborn County activities.

Submittal of this information is voluntary. You are not required to complete this survey. This form is a public document that Dearborn County will use to monitor its programs and activities for compliance with Title VI of the Civil Rights Act of 1964, as amended and its related statutes and regulations.

If you have any questions regarding Dearborn County's responsibilities under Title VI of the Civil Rights Act of 1964 or the Americans with Disabilities Act, please contact Sue Hayden at the number above.

You may return this voluntary survey by tri-folding it and placing it in the box provided at the registration table (if you received it at a public hearing or meeting) or by mail, scan/email, or fax to the address above.

Date (month / day / year):

Type of Meeting:

- County Commissioners County Council Redevelopment Commission
 Plan Commission Redevelopment Commission Public Hearing
 Board of Health Other:

Gender: Female Male

Ethnicity: Hispanic or Latino Not Hispanic or Latino

National Origin: USA Other _____

Race: American Indian or Alaska Native Asian Black or African-American
 Native Hawaiian or Other Pacific Islander White Multiracial

Age: 1-21 22-40 41-65 65+ Disability: Yes No

Household income:

- 0-\$12,000 \$12,001-\$24,000 \$24,001-\$36,000
 \$36,001-\$48,000 \$48,001-\$60,000 \$60,001 +

2004
Census
Test

United States
Census
2010

LANGUAGE IDENTIFICATION FLASHCARD

<input type="checkbox"/>	ضع علامة في هذا المربع إذا كنت تقرأ أو تتحدث العربية.	1. Arabic
<input type="checkbox"/>	Խնդրում ենք նշում կատարել այս քանակուսում, եթե խոսում կամ կարդում եք հայերեն:	2. Armenian
<input type="checkbox"/>	যদি আপনি বাংলা পড়েন বা বলেন তা হলে এই বাক্স দাগ দিন।	3. Bengali
<input type="checkbox"/>	ឈ្មួញក្នុងប្រអប់នេះ បើអ្នកអាន ឬនិយាយភាសា ខ្មែរ ។	4. Cambodian
<input type="checkbox"/>	Motka i kahhon ya yangin ûntûngnu' manaitai pat ûntûngnu' kumentos Chamorro.	5. Chamorro
<input type="checkbox"/>	如果你能读中文或讲中文，请选择此框。	6. Simplified Chinese
<input type="checkbox"/>	如果你能讀中文或講中文，請選擇此框。	7. Traditional Chinese
<input type="checkbox"/>	Označite ovaj kvadratić ako čitate ili govorite hrvatski jezik.	8. Croatian
<input type="checkbox"/>	Zaškrtněte tuto kolonku, pokud čtete a hovoříte česky.	9. Czech
<input type="checkbox"/>	Kruis dit vakje aan als u Nederlands kunt lezen of spreken.	10. Dutch
<input type="checkbox"/>	Mark this box if you read or speak English.	11. English
<input type="checkbox"/>	اگر خواندن و نوشتن فارسی بلد هستید، این مربع را علامت بزنید.	12. Farsi

- Cocher ici si vous lisez ou parlez le français. 13. French
- Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen. 14. German
- Σημειώστε αυτό το πλαίσιο αν διαβάζετε ή μιλάτε Ελληνικά. 15. Greek
- Make kazye sa a si ou li oswa ou pale kreyòl ayisyen. 16. Haitian Creole
- अगर आप हिन्दी बोलते या पढ़ सकते हैं तो इस बक्स पर चिह्न लगाएँ। 17. Hindi
- Kos lub voj no yog koj paub twm thiab hais lus Hmoob. 18. Hmong
- Jelölje meg ezt a kockát, ha megérti vagy beszél a magyar nyelvet. 19. Hungarian
- Markaam daytoy nga kahon no makabasa wenno makasaoka iti Ilocano. 20. Ilocano
- Marchi questa casella se legge o parla italiano. 21. Italian
- 日本語を読んだり、話せる場合はここに印を付けてください。 22. Japanese
- 한국어를 읽거나 말할 수 있으면 이 칸에 표시하십시오. 23. Korean
- ໃຫ້ໝາຍໃສ່ຊ່ອງນີ້ ຖ້າທ່ານອ່ານຫຼືປາກພາສາລາວ. 24. Laotian
- Prosimy o zaznaczenie tego kwadratu, jeżeli posługuje się Pan/Pani językiem polskim. 25. Polish

- Assinale este quadrado se você lê ou fala português. 26. Portuguese
- Însemnați această căsuță dacă citiți sau vorbiți românește. 27. Romanian
- Пометьте этот квадратик, если вы читаете или говорите по-русски. 28. Russian
- Обележите овај квадратичић уколико читате или говорите српски језик. 29. Serbian
- Označte tento štvorček, ak viete čítať alebo hovoriť po slovensky. 30. Slovak
- Marque esta casilla si lee o habla español. 31. Spanish
- Markahan itong kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog. 32. Tagalog
- ให้กาเครื่องหมายลงในช่องดำทึบด้านหรือทุกภาษาไทย. 33. Thai
- Maaka 'i he puha ni kapau 'oku ke lau pe lea fakatonga. 34. Tongan
- Відмітьте цю клітинку, якщо ви читаете або говорите українською мовою. 35. Ukrainian
- اگر آپ اردو پڑھتے یا بولتے ہیں تو اس خانے میں نشان لگائیں۔ 36. Urdu
- Xin đánh dấu vào ô này nếu quý vị biết đọc và nói được Việt Ngữ. 37. Vietnamese
- באצייכנט דעם קעסטל אויב איר לייענט אדער רעדט אידיש. 38. Yiddish

Appendix K

TITLE VI NONDISCRIMINATION PUBLIC NOTICE & POLICY STATEMENT

NOTICE OF NONDISCRIMINATION UNDER TITLE VI OF THE CIVIL RIGHTS ACT OF 1964, AS AMENDED AND THE CIVIL RIGHTS RESTORATION ACT OF 1987

Dearborn County Government values each individual's civil rights and wishes to provide equal opportunity and equitable service for the citizens of this county. As a recipient of federal funds, Dearborn County Government is required to conform 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 the DOT on the grounds of race, color, age, sex, disability, national origin, or income status.

Pursuant to Title VI of the Civil Rights Act of 1964, as amended, and the Civil Rights Restoration Act of 1987, Dearborn County, Indiana will not exclude from participation in, deny the benefits of, or subject to discrimination any individual on the grounds of race, color, or national origin, sex, age, disability, limited English proficiency and income status.

Dearborn County will take prompt and reasonable actions to thoroughly investigate concerns and complaints. Any individual who believes they have been subjected to discrimination may file a complaint with the Dearborn County Title VI Coordinator. In order for the complaint to be considered, the complainant must file the appropriate documentation:

1. Within 180 days of the alleged act of discrimination; or
2. Where there has been a continuing course of alleged discriminatory conduct, on the date in which the alleged conduct was discontinued.

Employees of Dearborn County Government are afforded these same rights and should refer to the Employee Handbook that is accessible through the county Auditor's / HR Department or via the county's website/employee intranet access. The process outlined in county employee handbook policy should be followed.

In all cases, any individual who wishes to discuss discrimination concerns or any practices that may be viewed as discriminatory; including anyone wishing to file a formal complaint may do so by contacting:

Sue Ann Hayden, Title VI Coordinator
Office of the County Commissioners – 3rd Floor Administration Building
Dearborn County Government
165 Mary Street
Lawrenceburg, IN 47025
Phone: (812) 537-8894
Email: shayden@dearborncounty.in.gov

NOTE: Notice of a barrier may also be communicated in person, by e-mail, or by mail to the Office of the Dearborn County Board of Commissioners, 165 Mary Street, Lawrenceburg, Indiana 47025 / Email: shayden@dearborncounty.in.gov.