



Barton County Non-Discrimination Policy

Notice of Prohibited Discrimination:

It is the policy of the Barton County that all individuals have the right to participate in employment, programs, and activities operated by Barton County regardless of race, color, national origin, sex, religion, disability, and age. As a condition of state and/or federal grant funding, Barton County agrees to operate in compliance with the following statutes and regulations and all other regulations implementing the same:

- Title VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color or national origin in the delivery of services and which entails taking reasonable steps to ensure that persons with Limited English Proficiency (LEP) have meaningful access to funded programs or activities. An LEP person is one whose first language is not English and who has a limited ability to read, write, speak, or understand English. (42 U.S.C. § 2000d), and the Department of Justice (DOJ) implementing regulations at 28 C.F.R. Part 42, Subpart C;
- The Omnibus Crime Control and Safe Streets Act of 1968, which prohibits discrimination on the basis of race, color, national origin, religion, or sex in the delivery of services and employment practices (42 U.S.C. § 3789d(c)(1)), and the DOJ implementing regulations at 28 C.F.R. Part 42, Subpart D;
- Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of disability in the delivery of services and employment practices (29 U.S.C. § 794), and the DOJ implementing regulations at 28 C.F.R. Part 42, Subpart G;
- Title II of the Americans with disabilities Act of 1990, which prohibits discrimination on the basis of disability in the delivery of services and employment practices (42 U.S.C. § 12132), and the DOJ implementing regulations at 28 C.F.R. Part 35;
- Title IX of the Education Amendments of 1972, which prohibit discrimination on the basis of sex in educational programs (20 U.S.C. § 1681), and the DOJ implementing regulations at 28 C.F.R. Part 54;
- The Age Discrimination Act of 1975, which prohibits discrimination on the basis of age in the delivery of services (42 U.S.C. § 6102), and the DOJ implementing regulations at 28 C.F.R. Part 42, Subpart I;

- Executive Order 13,559, amending Executive Order 13,279, and the DOJ implementing regulation, Partnerships with Faith-Based and Other Neighborhood Organizations 28 C.F.R. pt. 38 (prohibiting discrimination in federally assisted social service programs based on religion in the delivery of services or benefits);
- Section 1407 of the Victims of Crime Act (VOCA) of 1984, which prohibits discrimination on the basis of race, color, national origin, religion, sex, or disability (42 U.S.C. § 10604 *et seq.*);
- The Juvenile Justice and Delinquency Prevention Act of 2002 (42 U.S.C. § 5672b); and
- Violence Against Women Act (VAWA) of 1994, as amended, 42 U.S.C. § 13925(b)(13) (prohibiting discrimination in programs either funded under the statute or administered by the Office on Violence Against Women, both in employment and in the delivery of services or benefits, based on actual or perceived race, color, national origin, sex, religion, disability, sexual orientation, and gender identity) (referring to the Safe Streets Act for enforcement).

In addition to these, if Barton County is a recipient of funds under the Violence Against Women Act of 1994, as amended, these protections apply to individuals regardless of their sexual orientation or gender identity.

In addition to the protections listed above, these laws prohibit Barton County from retaliating against an individual for taking action or participating in action to secure rights protected by these laws.

How to File a Complaint:

If anyone believes Barton County or a subgrantee has discriminated against an employee, a client, a customer or a program participant, or anyone else, and/or if an employee or subgrantee receives a complaint of alleged discrimination, please notify Barton County's complaint coordinator by e-mail, letter, telephone, or fax:

Barton County civil rights liaison: Phil Hathcock, County Administrator
 1400 Main, Room 107
 Great Bend, KS 67530
 Telephone: 620-793-1800
 e-mail: phathcock@bartoncounty.org

Or notify:

Office of Justice Programs
 Office of Civil Rights
 810 7th Street NW
 Washington, DC 20531
 Telephone: 202-307-0690
 Fax: 202-616-9865
 TTY: 202-307-2027

And/Or

Kansas Governor's Grants Program civil rights liaison: Erica Haas
900 SW Jackson St.
Landon State Office Building, Room 304 North
Topeka, KS 66612
Telephone: 785-291-3205
Fax: 785-291-3204
e-mail: erica.haas@ks.gov

The Barton County civil rights liaison will provide written acknowledgement of receiving the complaint, will coordinate the complaint process, and will urge the charging party to file a complaint with the Kansas Human Rights Commission (KHRC) and/or for employment discrimination claims, the Equal Employment Opportunity Commission (EEOC) and the Office for Civil Rights (OCR). Additionally, the Barton County civil rights liaison will advise the charging party that a complaint must be filed with KHRC and EEOC within either 180 days or one year from the date of the alleged violation, depending on the relevant statute, in order to protect the charging party's rights.

The Barton County civil rights liaison will request the charging party to provide the following information when making a complaint:

1. Date of alleged discrimination;
2. Protected class claimed;
3. Written detail of the alleged discrimination; and
4. A signature attesting to the facts alleged.

In no later than five business days after receiving a complaint in the form described above, the Barton County civil rights liaison will refer the complaint in writing on to the KHRC and/or for employment discrimination claims, the EEOC, and/or the OCR depending on the nature of the complaint. The Barton County civil rights liaison will, along with the submission of the complaint, submit a request to be notified of the findings of the relevant agency/agencies. Barton County will not conduct an independent investigation, but will assist the relevant investigative agency/agencies in the investigation, and report any findings of discrimination to KGGP & OCR.

Public Notification:

Barton County shall make available this Non-Discrimination Policy to all Barton County staff and program beneficiaries. The policy is to be included with information materials given to all new Barton County staff and program participants and posted on the County's website. Non-discrimination clauses will be incorporated in all agreements and contracts that operate with Barton County.

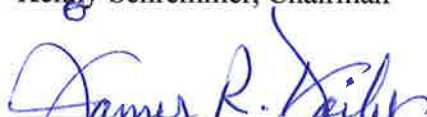
Required Training:

Barton County shall provide its employees information and training regarding the complaint procedures and non-discrimination obligations set forth in this policy upon hire and as needed. Barton County staff will sign a form certifying receipt of the Non-Discrimination Policy and completion of Non-Discrimination Policy training.

Adopted this 27th day of January, 2020

Board of Barton County Commissioners


Kenny Schremmer, Chairman


James R. Daily, Commissioner


Don Davis, Commissioner


Homer Kruckenberg, Commissioner


Jennifer Schartz, Commissioner