



Catawba County
Non-Discrimination Policy
Effective Date: September 5, 2023
Maintained by: Human Resources Department

Notice: In accordance with the requirements of The Fair Housing Act, The Age Discrimination Act of 1975, as amended (42 U.S.C. §§ 6101 et seq.), Title VI of the Civil Rights Act of 1964 (42 U.S.C. §§ 2000d et seq.), Title VIII of the Civil Rights Act of 1968 (42 U.S.C. §§ 3601 et seq.), and Title II of the Americans with Disabilities Act of 1990, as amended (42 U.S.C. §§ 12101 et seq.), Catawba County does not discriminate against individuals on the basis of race; religion; creed; color; limited English proficiency; sex; gender identity and expression; pregnancy; childbirth; breastfeeding; medical conditions related to pregnancy, childbirth, or breastfeeding; sexual orientation; marital status; age; national origin; ancestry; genetic information; disability; veteran status; low-income status or any class protected by local, state, or federal law, within its services, programs, or activities.

Nondiscrimination Policy Statement

It is the policy of Catawba County to ensure that no person shall, on the ground of race; religion; creed; color; limited English proficiency; sex; gender identity and expression; pregnancy; childbirth; breastfeeding; medical conditions related to pregnancy, childbirth, or breastfeeding; sexual orientation; marital status; age; national origin; ancestry; genetic information; disability; veteran status; low-income status or any class protected by local, state, or federal law, be excluded from participation in, be denied the benefits of, or be otherwise subject to discrimination under any program or activity administered by the County.

Discriminatory Practices Prohibited

The following practices in the administration of County services, programs, or activities are prohibited:

1. Denying to a person any service, financial aid, or other program benefit without good cause;
2. Providing to a person any service, financial aid, or another benefit which is different in quantity or quality, or is provided in a different manner, from that provided to others under the program;
3. Subjecting a person to segregation or separate treatment in any matter related to the receipt of any service, financial aid, or other benefit under the program;
4. Restricting a person in the enjoyment of any advantages, privileges, or other benefits enjoyed by others receiving any service, financial aid, or other benefit under the program;
5. Treating a person differently from others in determining whether that person satisfies any admission, enrollment, quota, eligibility, membership, or other requirement or condition which persons must meet to be provided any service, financial aid, or other benefit provided under the service, program, or activity;
6. Implementing different standards, criteria, or other requirements for admission, enrollment, or participation in planning, advisory, contractual, or other integral activities to the program or service;
7. Adopting methods of administration which, directly or through contractual relationships, would defeat or substantially impair the accomplishment of effective nondiscrimination;
8. Selecting a site or location of facilities with the purpose or effect of excluding persons from, denying them the benefits of, subjecting them to discrimination, or with the purpose or effect of

defeating or substantially impairing the accomplishment of the objectives of Title VI or related acts and regulations;

9. Discriminating against any person, either directly or through a contractual agreement, in any employment resulting from the program, a primary objective of which is to provide employment; and
10. Committing acts of intimidation or retaliation, including threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by any pertinent nondiscrimination law, or because an individual made a complaint, testified, assisted, or participated in an investigation, proceeding, or hearing.

Reporting & Enforcement

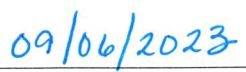
1. The County shall cooperate in any enforcement or compliance review activities by any authority having jurisdiction over reported discrimination. Enforcement may include investigation, arbitration, mediation, litigation, and monitoring of any settlement agreements that may result from these actions. The County shall comply with information requests, on-site compliance reviews, and reporting requirements.
2. The County shall maintain a complaint log and inform the authority having jurisdiction of any complaints of discrimination on the grounds of race; religion; creed; color; limited English proficiency; sex; gender identity and expression; pregnancy; childbirth; breastfeeding; medical conditions related to pregnancy, childbirth, or breastfeeding; sexual orientation; marital status; age; national origin; ancestry; genetic information; disability; veteran status; low-income status or any protected class covered by Title VI of the Civil Rights Act of 1964 and implementing regulations and shall provide, upon request, a list of all such reviews or proceedings based on the complaint, whether pending or completed, including the outcome. The County shall inform the authority having jurisdiction if it has received no complaints under Title VI.
3. Any person who believes they have been aggrieved by a discriminatory practice under Title VI has a right to file a formal complaint with the authority having jurisdiction. Any such complaint must be in writing and filed with the authority having jurisdiction's Title VI Coordinator within one hundred eighty (180) days following the date of the alleged discriminatory occurrence.
4. Any person who believes that because of that person's race; religion; creed; color; limited English proficiency; sex; gender identity and expression; pregnancy; childbirth; breastfeeding; medical conditions related to pregnancy, childbirth, or breastfeeding; sexual orientation; marital status; age; national origin; ancestry; genetic information; disability; veteran status; low-income status or inclusion in any other class protected by local, state, or federal law, that he/she/they have been discriminated against or unfairly treated by the County in violation of this policy should contact the following office within 180 days from the date of the alleged discriminatory occurrence:

Catawba County Human Resources Director
(828) 465-8253
P.O. Box 389
25 Government Drive
Newton, NC 28658

To assure that appropriate program measures are implemented and monitored, I have designated the individual listed above, as Catawba County's Title VI Coordinator. As an expression of my commitment to and support of the County's Title VI Nondiscrimination Program, below is my signature as the Manager of Catawba County.



Mary Furtado, County Manager



Date