

TITLE VI NONDISCRIMINATION IMPLEMENTATION PLAN & POLICY AND ASSURANCES OF NONDISCRIMINATION

UNDER TITLE VI OF THE CIVIL RIGHTS ACT OF 1964, THE AMERICANS WITH DISABLITIES ACT (ADA) OF 1992 AND SECTION 504 OF THE REHABILITATION ACT OF 1973

Fulton County Government •125 E 9th Street, Rochester, Indiana, 46975 • www.co.fulton.in.us

ANNUAL GOALS AND ACCOMPLISHMENTS REPORT FOR 2016/17-2017/18

- A Voluntary Public Survey was made available at the Fulton County Office Building as well as on the Fulton County
 website (www.co.fulton.in.us) from May 2016 to the present. In the coming year the survey will also be made
 available at the Fulton County Courthouse. The Title VI Coordinator will be transitioning from Auditor Christina
 Sriver to Human Resources Director Denise Mattocks.
- The Nondiscrimination Policy was delivered to subrecipients including Fulton County 4-H Association, Fulton County Airport, Fulton County Parks and Recreation, Fulton County Public Library (Rochester and Aubbeenaubbee branches), Fulton County for posting.
- Training was held on Wednesday, April 19, 2017 for ADA and Title VI. The training was conducted by speaker Cathy
 Gross, ADA & Title VI Coordinator for the City of Monticello, IN, and the President, IN ADA & Title VI Coordinators'
 Association. She presented a PowerPoint presentation explaining which laws & regulations govern Accessibility &
 Nondiscrimination, how they relate to Fulton County's programs, how to integrate the requirements into our
 business practices and how they are enforced. The PowerPoint is attached as Appendix A.
- No Title VI grievances have been logged to date.
- The Voluntary Public Survey results have been compiled and the results are:
 - Total surveys completed: 10
 - o Males:5 Females:5
 - Highest level of education: High School Diploma or GED:5, Some College:1, Bachelor's Degree:2, Master's Degree:2
 - o Age Group: 18-29:1, 30-39:1, 40-59:4, 60-69:3, 70-79:1
 - o Primary Language: English:9
 - o Race: Caucasion:3, White:4
 - Marital status: Divorced:3, Married:6, Single:1
 - o Township residing in: Henry:2, Fulton:2, Newcastle:2, Rochester Township:2, Rochester City:1, Union-Rochester:1
 - How long in residence: 6-10 years:1, 11-20 years:6, 21-39 years:2, 40+ years:1
 - o Own or rent: Own:9, Rent:1
 - o Number of people in household: 7:1, 5:2, 2:5, 1:2
 - o Number of children riding the school bus, to school: 1, from school: 1
 - How many cars does your household own: 3:3, 2:4, 1:1, 0:2
 - Household income: \$20,000-\$29,999:2, \$30,000-\$39,999:1, \$40,000-\$49,999:1, \$50,000-\$74,999:2, \$75,000-\$99,999:1, \$100,000-\$149,999:2, over \$250,000:1
 - o Miles traveled to work: 0-5 miles:6, 6-10 miles:2, 11-20 miles:1, 21-30 miles:1
 - Role in industry: Middle management:1, Junior management:1, Administrative staff:2, Unemployed:2,
 Trained professional:2, Skilled laborer:1, Self-employed:1, Other:2
 - Time at current job:7-11 months:1, 1-4 years:3, 5-9 years:2, 20+ years:1
 - Internet access at residence: Yes:9
 - How often do you access the internet: Daily:8, Weekly:1

Fulton County Indiana

April 19, 2017
Presented by Cathy Gross
ADA & Title VI Coordinator, City of Monticello IN
President, IN ADA & Title VI Coordinators' Association

Let's start at the Beginning....the all important Disclaimer! What I am not: Attorney, architect, engineer, consultant, an expert, shy! What I am: A public Servant with a Passion



Overview

In this module you will learn:

- Which laws & regulations govern Accessibility & Nondiscrimination

- How these regulations relate to Fulton County's programs

- How we integrate these requirements into our business practices, and

- How they are enforced

Recipionts of Faderal Facrish have both a contractual and legal obligation to comply with Table Vs. Including:

- Limited English Proficiory (LEP) Requirements

- Invincemental Justice (LI) Requirements

- Compliance including montriving internal program, as well as monitoring sub-incidents of Federal Funds when we provide those funds to third sub-incidents of Federal Funds when we provide those funds to third the Adv. We are both the Adv. We are both the Adv. We are both the Adv. We are those funds of the Adv. We are those funds of the Adv. We are those funds are used.

- Assurances must be included in every sub-contract and appropriate

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- All programs & Sacilities must be accessible.

- Noncompliance may result in loss of funding and legal action.

Title VI of the Civil Rights Act of 1964

"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 subjected to discrimination under any program or activity receiving Federal financial assistance." (42 U.S.C. 2000d)

Purpose of Title VI

To eliminate discrimination in federally funded programs and activities.
To ensure equitable distribution of public funds for public benefit.

EVERYONE PAYS = EVERYONE PLAYS
Title VI is for everyone

Civil Rights Restoration Act of 1987

• Clarified and restored the intent of Title VI.

• The scope of Title VI includes <u>ALL</u> programs and activities of Federal-aid recipients and contractors regardless if the programs are federally funded or not.

Our Title VI Responsibilities:

Designate a Title VI Manager

Ensure Programmatic Implementation @ INDOT

Develop, Post & Implement a Title VI Policy

Implement a Complaint Policy

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Evaluate the following for discrimination:

Programs / Facilities

Activities

Appendix A

Title VI Responsibilities:

• Adhere to the signed Assurances of Nondiscrimination & Include the appropriate appendices where applicable

• Dissemiate Title VI information to beneficiaries & stakeholders: include Title VI in your Public Involvement Plan

• Monitor your Subrecipients for Compliance

• Develop, Post & Implement your annual program documents:

> Title VI Implementation Plan, and

> Annual Goals & Accomplishments Report



Our Title VI Mission Statement

Fulton County will implement compliance with Title VI of the Civil Rights Act of 1964 (Title VI); 49 CFR § 26; and related statutes and regulations to ensure that no person is excluded from participation in, denied the benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance on the grounds of race, color, national origin, or any other prohibited basis.

Our Complaint Policy
Requirements:

- Develop a giferwance procedure.

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- Develop a complaint from that circuly identifies the Title VI Coordinator by rame & provides crotted information.

Fullow Country has a complaint policy:

- Complaint must be responded to in writing

- Confidentially

- No retalisation

Assurances of Nondiscrimination:

As a condition of receiving Federal Funds all recipients and sub-recipient must sign Assurances of Nondiscrimination.

-Create a contractual obligation

-Require programmatic compliance: Do's & Don'ts

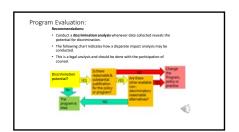
-Contain appendices that MUST be included in certain kinds of agreements so that the contractual obligation follows the money to further sub-recipients.

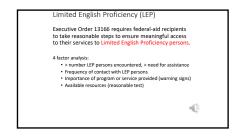
Our Title VI Assurances:

Programmatic Implementation:

Requirements:

• Build a communication network of rained agency representatives in security of the communication network of rained agency representatives in security of the communication of

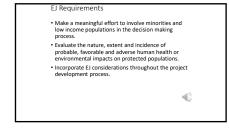






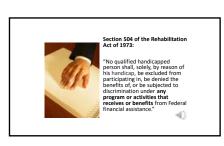
Appendix A



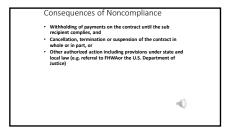




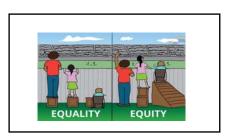












Thank you for your time,
your commitment, and your
service to your community!
You are the Heart of Fulton County

Good things happen, when good people
work together to do the right thing.

Training Checklist April 19, 2017

		Received
Employee	Main Loc Desc	Training
Beller, Gale E	Area Plan Commission	*
Cowles, Casi J	Area Plan Commission	*
Ginther, David L	Area Plan Commission	*
Madlem, Gary W	Area Plan Commission	*
Redinger, Heather L	Area Plan Commission	*
Rock, Sharon K	Assessor	*
Dancy, Judith M	Assessor	*
Lawson, Viki L	Assessor	*
Mills, Deborah	Assessor	*
Whetstone, Angy	Assessor	*
Curtis, Johanna K	Auditor	*
Lewis, Madalyn N	Auditor	*
Mattocks, Denise E	Auditor	*
Miller, Katelyn M	Auditor	*
Scully, Julie M	Auditor	*
Sewell, Susan M	Auditor	
Sriver, Christina M	Auditor	*
Fields, Lorena R	Circuit Court	
Sweany, Rebecca A	Circuit Court	
Fulton, Vicki L	CLERK	
Furnivall, Teresa M	CLERK	
Gordon, Nancy J	CLERK	
Hartzler, Shari	CLERK	
Kline, Lanae M	CLERK	
Murphy, Paula J	CLERK	
Smiley, Linda S	CLERK	
Vigar, Debra	CLERK	
Ziemek, Dawn M	CLERK	
Biddinger, Phyllis M	CLERK	
Bohm, L. Fred	CLERK	
Calvert, Patricia A	CLERK	
Good, Dixie L	CLERK	
Grossnickle, Dennis E	CLERK	
Kelsay, Maria T	CLERK	
Krom, George W	CLERK	
Miller, Karen	CLERK	
Shewman, Janice E	CLERK	
Stephen, Rachel L	CLERK	
Lewis, Bryan W	Commissioner	*
Metzger, Steven E	Commissioner	*

Training Checklist April 19, 2017

		дрііі	15, 20	, . <i>.</i>
Ranstead, Richard A	Commissioner		*	
Carrell, Sherry M	Communications			
Duff, Jennifer L	Communications			
Kantzer, Jessica R	Communications			
Miller, Seth A	Communications			
Morales, Lindsey A	Communications			
Rentschler, Colleen G	Communications			
Sutton, Krista K	Communications			
Thompson, Brittney S	Communications			
Good, Jeri D	Coroner		*	
Hazel, Barry D	Council			
Hurst, Lorie L	Council		*	
Olinger, Phyllis S	Council		*	
Showley, James A	Council			
Sriver, Gary L	Council			
Sutton, Randy L	Council		*	
Widman, James L	Council			
Christman, Kathleen L	County Extension Office		*	
Drudge, Patricia D	County Extension Office		*	
Collins, Cathleen A	E911			
Denny, Malarie A	E911			
Jolley, Shan R	E911			
Karas, Gail D	E911			
Rensberger, Thomas P	E911			
Shotts, Ashley N	E911			
Hoover, Lawrence L	EMA		*	
Kottkamp, Clarice J	EMA		*	
Hazelwood Risten, Dawn	Health		*	
Jones, Patricia S	Health		*	
Baldwin, Linda J	Health			
Barnett, Rhonda L	Health		*	
Brubaker, Michael J	Health			
Crill, Priscilla	Health			
Gardner, Debra K	Health		*	
Ranstead, Carrie L	Health		*	
Shepherd, Shannon L	Health		*	
Sitjar, Julius S	Health			
Surface, Robin L	Health			
Vance, Jana K	Health			
Webb, Harry R	Health			
Eber, Ray A	Highway		*	
Garner, Linda K	Highway		*	

Training Checklist April 19, 2017

		April 19, 201
Geier, John W	Highway	*
Adamson, Teri L	Highway	*
Beck, Jonathan D	Highway	*
Clark, Michael L	Highway	*
Fishburn, Steven L	Highway	*
Flint, John W	Highway	
Garvison, Douglas A	Highway	*
Gundrum, Randy J	Highway	*
Hartzler, Jerry L	Highway	*
Hines, Robert L	Highway	*
Miller, Nyle W	Highway	*
Morrow, Larry J	Highway	*
Polen, Terry L	Highway	
Powell, Brandon E	Highway	*
Richard, Derek A	Highway	*
Richter, Nicolas J	Highway	
Rude, Jesse G	Highway	
Shaffer, Jamison A	Highway	
Shuey, Gary L	Highway	
Sutton, Steven R	Highway	*
Ward, Michael J	Highway	*
Chilcutt, David M	Highway	*
Edington, Robert A	Highway	*
Anglin, Ann L	Jail	
Bower, Trenton A	Jail	
Calvert, Austin D	Jail	
Collins, Catherine L	Jail	
Ehlinger, Marty L	Jail	
Frieden, Von A	Jail	
Hetzner, Dana L	Jail	
Hobbs, Terry	Jail	
Ingram, Caleb M	Jail	
Martin, MaryAnne	Jail	
Miller, Jodi A	Jail	
Morales, LeeAnn	Jail	
Russell, Caleb J	Jail	
Tate, Timothy L	Jail	
Whitbeck, Becky K	Jail	
Williams, Mary H	Jail	
Gibbons, Charles M	Maintenance	*
Madeford, Joseph D	Network Administrator	*
Sriver, Joshua I	Network Administrator	*

Training Checklist April 19, 2017

		April 19, 201
Weiand, Amy L	Probation	
Barkman, Stacy L	Probation	
Bixler, Kristine L	Probation	
Green, Jessica L	Probation	
Holland, Andrew N	Probation	
Hudkins, William T	Probation	
Lahman, Phyllis D	Probation	
Markley, Jeff E	Probation	
Mathis, Shayla M	Probation	
Mavrick, Natalie K	Probation	
Montel, Timothy R	Probation	
Sutton, Maurice E	Probation	
Thomas, Bryan L	Probation	
Hoagland, Kourtney C	Proscutor	
Vollmer, Phyllis J	Proscutor	
Marrs, Michael T	Prosecuting Atto	
Ragon, Danna K	Prosecuting Atto	
Lawson, Huey D	Prosecutor	
Marchlik, Kristin A	Prosecutor	
Goodman, Cindy L	Recorder	*
Jackson, Amanda S	Recorder	*
Adley, Joshua L	Sheriff	
Atkins, Michael W	Sheriff	
Carrell, David A	Sheriff	
Conley, Walker D	Sheriff	
Craig, Matthew J	Sheriff	
Deming, Paul D	Sheriff	
Foust, Jeffrey J	Sheriff	
Garvison, Charlotte J	Sheriff	
Halterman, Derek M	Sheriff	
Hatfield, Kelli L	Sheriff	
Heishman, Travis W	Sheriff	
Hubbard, James C	Sheriff	
Jolley, Larry C	Sheriff	*
Layman, Rickey E	Sheriff	
Little, John N	Sheriff	
Martin, Ralph E	Sheriff	
Moolenaar, Amber M	Sheriff	
Nault, Brian A	Sheriff	
Perkins, Kyle R	Sheriff	
Price, Dennis E	Sheriff	
Richter, Harry J	Sheriff	

Training Checklist April 19, 2017

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Rudd, Rodney L	Sheriff	
Sailors, Christopher D	Sheriff	
Shriver, Don R	Sheriff	
Smith, Cullen A	Sheriff	
Sutton, Matthew W	Sheriff	
Utter, Matthew A	Sheriff	
Wilburn, Scott D	Sheriff	
Winter, Danny R	Sheriff	
Yeargin, Aaron J	Sheriff	
Mann, Lois M	Soil & Water Conservation	*
Carr, Sherry S	Superior Court	
Price, Jennifer E	Superior Court	
Reese, Rachelle L	Superior Court	
Boyne, James P	Surveyor	
Hensley, Kasey A	Surveyor	*
Towne, Donald R	Surveyor	*
Abbott, Lois A	Treasurer	*
Brown, Cheryl A	Treasurer	*
Easterday, Katherine L	Treasurer	*
Gast, Angela S	Treasurer	*
Utter, Jennifer	Treasurer	*
Zartman, Kim R	Treasurer	*
BABER, RICKY L	Veterans Service Office	*
Bailon, Dwayne A	Veterans Service Office	
Fouts, Ricci L	Veterans Service Office	*
Miller, Carl W	Veterans Service Office	
Ponto, Kurt L	Veterans Service Office	*
Early, Michael D	Weights & Measure	*
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