

WHAT CAN I DO ABOUT DISCRIMINATION?

A person may file a complaint with the City of McPherson. All complaints will be referred to the Title VI Coordinator, who will evaluate and refer the complaint to the appropriate program area..

WHO MAY FILE A COMPLAINT?

Any person who feels he or she has been subject to discrimination because of race, color, age, national origin, sex, disability, veteran or low income status.. Employees should follow established process as established in the Employee Handbook.

WHEN SHOULD I FILE A COMPLAINT?

You should file a complaint within 180 days following the discriminatory action.

HOW TO FILE A COMPLAINT?

Contact the Title VI Coordinator in writing or by phone . The preferred method is to visit the City Website at the number location on the back of this brochure.

City of McPherson Title VI Coordinator

To file a complaint visit
The City Website at
[https://
www.mcpcity.com/738/
6979/Civil-Rights-
City of McPherson](https://www.mcpcity.com/738/6979/Civil-Rights-City%20of%20McPherson)

Title VI Coordinator
400 E. Kansas Avenue
P.O. Box 1008
McPherson, KS 67460
Phone: (620) 245-2535
Fax: (620) 245-2549
Website: www.mcpcity.com

City of



Equal
Opportunity
And Civil
Rights
Information

City of McPherson

Tel: 620-245-2535

EXTERNAL CIVIL RIGHTS COMPLAINT PROCESS

THE ASSURANCE

The City of McPherson, as a recipient of federal funds for programs, has given the assurance that within daily operations, KDOT will not discriminate against any person on the basis of race, color, national origin, sex, age, disability, veteran or low income status.

THE LAWS:

Title VI of the Civil Rights Act of 1964 as amended and 49 CFR Part 21 prohibit discrimination based on race, color and national origin in all federal-aid programs.

Sex discrimination is also prohibited by Section 162 (a) of the Federal-Aid Highway Act of 1973. Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990 (see 49 CFR 27) prohibit discrimination based on disability and The Age Discrimination Act of 1975 (42 USC 6101) prohibits discrimination based on

The basic philosophy of the laws is that people affected by transportation programs should receive the services, benefits and opportunities to which they are entitled with no differences because of race, color, national origin, age, sex, disability, veteran or low income status.

WHAT IS DISCRIMINATION?

An intentional or unintentional act which subjects a person or a group to unequal treatment under a transportation program. Everyone, no matter what their race, sex, color or national origin, age, disability, veteran or low income status should be treated fairly and equally in all matters relating to transportation.

EXAMPLES OF PROHIBITED DISCRIMINATORY ACTS:

1. Public meetings that are held at hard-to-reach or inaccessible sites or at times when most affected people are working.
2. Zoning changes that would lower the quality of life in a neighborhood.
3. Unequal payments offered or paid for similar properties.

4. Unequal relocation assistance or housing payments.
5. New housing that is not equal to the property replaced.
6. No effort made to locate minority or women contractors, consultants or researchers for transportation projects.
7. Minority and women contractors not notified about highway projects to be let for bid.
8. A neighborhood loses access to stores, services, medical offices, churches, recreation or transportation due to highway construction.
9. Property value decreases or increases in unequal ways due to highway construction.
10. Minority neighborhood roads that are not as well-maintained as those in non-minority areas.
11. Environmental impact is more severe on a minority or low income