

Town of Amherst



Title VI Nondiscrimination Policy Statement

The Town of Amherst reaffirms its policy to allow all individuals the opportunity to participate in federal financially assisted services and adopts the following provision:

“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.” In applying this policy, the Town and its sub-recipients of federal funds will not:

1. Deny any individual with any services, opportunity, or other benefit for which such individual is otherwise qualified;
2. Provide any individual with any service, or other benefit, which is inferior (in quantity or quality) to, or which is provided in a different manner from that which is provided to others;
3. Subject any individual to segregated or disparate treatment in any manner related to such individual's receipt of services or benefits;
4. Restrict an individual in any way from the enjoyment of services, facilities or any other advantage, privilege or other benefit provided to others;
5. Adopt or use methods of administration, which would limit participation by any group of recipients or subject any individual to discrimination;
6. Address any individual in a manner that denotes inferiority because of race, color, or national origin;
7. Permit discriminatory activity in a facility built in whole or in part with federal funds;
8. Deny any segment of the population the opportunity to participate in the operations of a planning or advisory body that is an integral part of a federally funded program;
9. Fail to provide information in a language other than English to potential or actual beneficiaries who are of limited English speaking ability, when requested and as appropriate;
10. Subject an individual to discriminatory employment practices under any federally funded program whose objective is to provide employment;
11. Locate a facility in any way, which would limit or impede access to a federally-funded service or benefit.

It is the policy of the **TOWN OF AMHERST** to prevent and eliminate discrimination in all of its operations and services as well as all aspects of employment. All Department, Divisions, Offices, and Bureaus will plan, develop and implement their programs and activities so that no person is subjected to unlawful discrimination based on race, creed, color, gender, age, national origin, religion, disability, sexual orientation, marital status, or Vietnam era veteran status.

This policy fully incorporates throughout all of the **TOWN OF AMHERST's** operations the requirements of applicable State and Federal laws and executive orders to prohibit any discriminatory practices, procedures and policies. All administrators, managers, supervisors and employees are directed to comply with these laws and orders.

The **TOWN OF AMHERST** is committed to maintaining an agency which recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding, and mutual respect among its members; and encourages each individual to strive to reach their own potential. The **TOWN OF AMHERST** Title VI program shall have the full support of staff and Department Heads. Additionally, all of the Town's partners, contractors and consultants, sub-recipients, community based organizations, faith based organizations and advocacy groups are urged to give the Town their full support and cooperation.

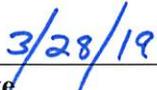
This policy shall be conspicuously placed on all Town bulletin boards, the Town website and is made available to all organizations and entities doing business with the **TOWN OF AMHERST**. A copy shall be provided to contractors at Town pre-construction and scope of service meetings.

The Town of Amherst designates Robert P. McCarthy, Esq., Director of Human Resources as the Title VI Coordinator. The Title VI Coordinator reports directly to the Town Supervisor on all matters regarding Title VI compliance and enforcement. The Coordinator will be responsible for initiating and monitoring Title VI activities and other required matters, ensuring that the Town of Amherst complies with the Title VI regulations and pursues prevention of Title VI deficiencies or violations.

Inquiries concerning the Town of Amherst and Title VI, or any complaints involving allegations of discrimination, should be directed to: ***Robert P. McCarthy, Esq., Town of Amherst Affirmative Action Officer & Title VI Coordinator, Department of Human Resources, 5583 Main Street, Williamsville, NY 14221, Phone: 716-631-7025; Fax: 716-631-7065; email: rmccarthy@amherst.ny.us.***



Brian J. Kulpa
Town of Amherst Supervisor/ Chief Executive Officer



Date