



Nondiscrimination Policy Statement

The City of Las Vegas is committed to full compliance with Title VI of the Civil Rights Act of 1964 and all related Regulations, laws, Executive Orders and directives.

Title VI of the 1964 Civil Rights Act provides that 'no person in the United States shall, on the ground 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. As an entity that receives federal funds, the City of Las Vegas ensures that no person in the City of Las Vegas, on the ground of race, color, national origin, gender, age, disability, income status, or limited English proficiency (LEP) shall be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any City of Las Vegas service, program, or activity. The City of Las Vegas will take reasonable steps to provide meaning full access to services for persons with limited English proficiency.

This policy applies to all operations of the City of Las Vegas, including its contractors and anyone who acts on behalf of the City of Las Vegas. This policy also applies to the operations of any department or agency to which the City of Las Vegas extends federal financial assistance. Federal financial assistance includes grants, training, use of equipment, donations of surplus property, and other assistance.

Prohibited discrimination may be intentional or unintentional. Seemingly neutral acts that have disparate impacts on individuals of a protected group and lack a substantial legitimate justification are a form of prohibited discrimination. Harassment and retaliation are also prohibited forms of discrimination.

Title VI compliance is a condition of receipt of federal funds. To comply with this policy, civil rights and program area specialists must work closely to administer their programs, policies, and activities. The Title VI Liaison has the overall responsibility for ensuring compliance with all Title VI provisions. The Title VI Coordinator gathers data and investigates any complaint regarding alleged discrimination, and reports directly to the Title VI Liaison on Title VI issues.

A handwritten signature in blue ink, appearing to read "Scott D. Adams".

Scott D. Adams, City Manager

A handwritten date in blue ink, "4-15-20".

Date