

## Make sure you have a Notice of Nondiscrimination with LEP language

### City of Benton

#### TITLE VI/ADA NOTICE OF NONDISCRIMINATION

The City of **Benton** complies with all civil rights provisions of federal statutes and related authorities that prohibit discrimination in programs and activities receiving federal financial assistance. Therefore, City of **Benton** does not discriminate on the basis of race, sex, color, age, national origin, religion (not applicable as a protected group under the FMCSA Title VI Program), disability, Limited English Proficiency (LEP), or low- income status in the admission, access to and treatment in the City of **Benton** programs and activities, as well as hiring or employment practices. Complaints of alleged discrimination and inquiries regarding City of **Benton** nondiscrimination policies may be directed to

**Human Resources (ADA/504/Title VI Coordinator)**

**114 S. East Street, Benton, AR 72015.**

**Human.Resources@bentonar.org**

Free language assistance for Limited English Proficient individuals is available upon request.

This notice is available from the ADA/504/Title VI Coordinator in large print, on audiotape and in Braille.

### UNDERSTANDING LIMITED ENGLISH PROFICIENCY (LEP)

LEP refers to individuals who do not speak English as their primary language and who have a limited ability to read, write, speak or understand English and, therefore, are entitled to language assistance under Title VI of the Civil Rights Act of 1964 with respect to a particular type of service, benefit or encounter.

**AUTHORITY** - Title VI of the Civil Rights Act of 1964 (Title VI) states that 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.

**Executive Order (EO) 13166** - Improving Access to Services for Persons with LEP set forth the compliance standards that recipients must follow to ensure that the program and activities they normally provide in English are accessible to LEP persons and thus do not discriminate on the basis of national origin in violation of Title VI of the Civil Rights Act of 1964, as amended, and its implementing

regulations. Recipients must take reasonable steps to ensure meaningful access to their programs and activities by LEP persons.