

# KITSAP COUNTY TITLE VI POLICY OF NONDISCRIMINATION

It is the policy of Kitsap County Public Works Roads Division that no person shall on the grounds of race, color, and national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any operation of Kitsap County Public Works Roads Division as provided by Title VI of the Civil Rights Act of 1964 and related statutes.

This policy applies to all operations of Kitsap County Public Works Roads Division including its contractors and anyone who acts on behalf of Kitsap County Public Works Roads Division. This policy also applies to the operations of any department or agency to which Kitsap County Public Works Roads Division extends federal financial assistance. Federal financial assistance includes grants, training, equipment usage, 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.

Examples of prohibited types of discrimination based on race, color, or national origin include: Denial to an individual any service, financial aid, or other benefit; Distinctions in the quality, quantity, or manner in which a benefit is provided; Segregation or separate treatment; Restriction in the enjoyment of any advantages, privileges, or other benefits provided; Discrimination in any activities related to highway and infrastructure or facility built or repaired; and Discrimination in employment.

Title VI compliance is a condition of receipt of federal funds. The Title VI Coordinator is authorized to ensure compliance with this policy, Title VI of the Civil Rights Act of 1964, 42 USC § 2000d and related statutes, 42 USC 4601 to 4655; 23 USC 109(h); 23 USC 324; DOT Order 1050.2; EO 12250; 28 CFR 50.3 and 49 CFR part 21.

