

**CITY OF TUMWATER
POLICY MANUAL - PART 2: OPERATING POLICIES**

**SECTION 12
NON-DISCRIMINATION**

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12.01 Purpose

To establish a policy and procedure related to ensuring non-discrimination in all of its programs and activities, whether those programs and activities are federally funded or not.

12.02 References

Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987 (P.L. 100.259), as amended, the Civil Rights Restoration Act of 1987, Executive Order 12898, and related statutes and regulations in all programs and activities and Revised Code of Washington (RCW) 49.60. Title VI requires that no person in the United State of America shall, on the ground of race, color or national origin be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the City receives federal financial assistance.

12.03 Definitions

“Programs or activities:” Includes all programs or activities of Federal Aid recipients, sub-recipients, and contractors/consultants, whether such programs and activities are federally assisted or not.

12.04 Policy

The City of Tumwater assures that no person shall on the grounds of race, color, national origin, religion, sex, age, sexual orientation, genetic information, marital or veteran status, the presence of any disability be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the City receives federal assistance or not.

In the event the City distributes federal aid funds to a sub-recipient, the City will include Title VI language in all written agreements and will monitor for compliance.

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The Administrative Services Director is responsible for initiating and monitoring Title VI activities, preparing reports and other responsibilities as required by 23 Code of Federal Regulation (CFR) 200 and 49 Code of Federal Regulation 21.

12.05 Procedure

The City will maintain an approved Title VI plan. Due to the size and complexity of the plan, it will be maintained in a separate document and is available by contacting the Title VI Coordinator as identified in 12.06 of this policy.

12.06 Title VI Coordinator

The City of Tumwater's Administrative Services Director will be the Title VI Coordinator in compliance with this policy.