



## Non-Discrimination Policy

The City of Texarkana, Texas, a recipient of Federal financial assistance, shall not discriminate against any individual on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, sex stereotyping, transgender status, and gender identity), nation origin (including limited English proficiency), age, disability, or political affiliation or belief, or, against any beneficiary of, applicant to, or participant in programs financially assisted under Title 1 of the Workforce Innovation and Opportunity Act (WIOA), on the basis of the individual's citizenship status or participation in any WIOA Title 1- financially assisted program or activity.

The City of Texarkana, Texas will not discriminate in any of the following areas:

- Deciding who will be admitted, or have access, to any WIOA Title 1 financially assisted program or activity, or any assistance program offered by the City of Texarkana, Texas;
- Providing opportunities in, or treating any person with regard to, such a program or activity; or
- Making employment decisions in the administration of, or in connection with such a program or activity.

The City of Texarkana, Texas will take reasonable steps to ensure that communications with individuals with disabilities are effective as communications with others. This means that, upon request and at no cost to the individual, the City will provide appropriate auxiliary aids and services to qualified individuals with disabilities.

The City of Texarkana, Texas will provide initial and continuing notice that it does not discriminate based on race, color, national origin, sex, age, or disability in regard to federally or locally funded programs.

The methods of notice will accommodate those with impaired vision and/or hearing. The notice will be posted in a prominent place in the Texarkana's city hall and on the City of Texarkana's website. Access to services for persons with limited English proficiency will be provided.

The City of Texarkana will maintain demographic data on race, color, national origin, sex, age or handicap of the population it serves to ensure a policy of equality.

If you think you have been subjected to discrimination under a WIOA Title 1 financially assisted program or activity, you may file a complaint within 180 days of the date of the alleged violation with the City of Texarkana's civil rights coordinator J. W. Bramlett, Interim Administrative Services Director/Civil Service Director, 903-798-3533, [james.bramlett@txkusa.org](mailto:james.bramlett@txkusa.org).

Written notice of final action will be provided to any individual filing a discrimination complaint. Any individual dissatisfied with the decision or resolution may file a complaint with the Civil Rights Center (CRC) within 30 days of the date on which notice of final action was received. Complaints filed with the CRC can be sent to Director, Civil Rights Center, U.S. Department of Labor, 200 Constitution Avenue NW, Room N-4123, Washington, DC 20210 or electronically as directed on the CRC website at [www.dol.gov/crc](http://www.dol.gov/crc).