

TOWN OF BRIGHTON

TITLE VI OF THE 1964 CIVIL RIGHTS ACT

The Law

Title VI of the 1964 Civil Rights Act requires 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.”

Applicability

Title VI covers all agencies receiving federal funds. Some examples include: student aid; employment training; grants; loans; property; loans of personnel; tax incentives; and technical assistance.

Title VI applies to discrimination throughout an agency, not just actions involving federally assisted programs.

Filing a Complaint

Title VI complaints involving recipients and beneficiaries may be filed with the Title VI Coordinator by an individual, a class, or by a third party, within 180 days from the date of the alleged discriminatory act.

Complaints should be directed to: **Mark Daugherty - Title VI Coordinator**
Town of Brighton
1270 Old Highway 51 South
Brighton, TN 38011
(901) 476-8661
codes@townofbrighton.com

CIUDAD DE BRIGHTON

TÍTULO VI DE LA LEY DE DERECHOS CIVILES DE 1964

La Ley

El Título VI de la Ley de Derechos Civiles de 1964 exige que “Ninguna persona en los Estados Unidos, por motivos de raza, color u origen nacional, será excluida de participar, se le negarán los beneficios o será sometida a discriminación en virtud de cualquier programa”. o actividad que recibe asistencia financiera federal”.

Aplicabilidad

El Título VI cubre todas las agencias que reciben fondos federales. Algunos ejemplos incluyen: ayuda estudiantil; formación laboral; subsidios; préstamos; propiedad; préstamos de personal; incentivos fiscales; y asistencia técnica.

El Título VI se aplica a la discriminación en toda una agencia, no solo a acciones que involucran programas con asistencia federal.

Presentar una queja

Las quejas del Título VI que involucran a destinatarios y beneficiarios pueden ser presentadas ante el Coordinador del Título VI por un individuo, una clase o un tercero, dentro de los 180 días a partir de la fecha del presunto acto discriminatorio.

Las quejas deben dirigirse a: Mark Daugherty - Coordinador del Título VI
Ciudad de Brighton
1270 antigua carretera 51 sur
Brighton, TN 38011
(901) 476-8661
códigos@townofbrighton.com

TOWN OF BRIGHTON

Limited English Proficiency Policy

Identifying LEP Persons Who Need Language Assistance

Town staff can identify a person who needs language assistance in the following ways:

1. By engaging in conversation, staff can quickly access a customer's ability to speak and understand English.
2. Staff can examine records to see if a customer has requested or received language assistance in the past.
3. Staff will make language identification cards available at the office.
These will assist in identifying a customer's language assistance needs.

Language Assistance Measures

A customer may prefer to have an adult family member or friend act as an interpreter. Otherwise, the Town will provide a language translation tablet to interact with the customer. This service will be provided to customers at no cost.

Staff Training

Staff will receive instruction or training on the following:

1. Title VI procedures and LEP responsibilities.
2. The language assistance services offered to the public.
3. Use of language identification cards.
4. Documentation of language assistance requests.

Vital Document Translations

Given the relatively small number of LEP persons within the Town's service area, the Town does not provide translation of written documents at this time.

Monitoring and Updating the Policy

The Town will survey the staff periodically regarding their experience and contact with LEP persons. Based on the staff survey and other available information, the Town will determine whether to update this policy. The monitoring and updating process will involve the following:

1. Estimating the current LEP population in the service area.
2. Consider how the needs of the LEP persons have been addressed.
3. Determine whether language assistance services have been effective and sufficient to meet the need.
4. Determine whether the need for interpretation or translation services has changed.
5. Determine whether the Town has complied with the goals of this LEP policy.
6. Determine whether complaints have been received that the Town failed to meet the needs of LEP persons.

Adopted and Effective this 7th day of May 2024.



Stephanie Chapman-Washam, Mayor