

RESOLUTION 2015- 6

WHEREAS, it is necessary to adopt and maintain a Grievance Policy for employees of the City of Gothenburg, from time to time, as authorized by ordinance and the statutes of the State of Nebraska; and

WHEREAS, the City Council of Gothenburg has reviewed the Grievance Policy attached hereto:

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GOTHENBURG, DAWSON COUNTY, NEBRASKA, as follows:

Section 1. The Grievance Policy attached hereto and incorporated herein by this reference, is hereby adopted and shall be in full force and effect from and after the 14th day of June, 2015.

PASSED AND APPROVED THIS 14th day of June, 2015.

CITY OF GOTHENBURG,
DAWSON COUNTY, NEBRASKA

By Joyce E Hudson
Joyce Hudson, Mayor

ATTEST:

Connie L. Dalrymple
Connie Dalrymple, City Clerk

APPROVED AS TO FORM:

Michael L. Bacon, City Attorney

Attach Grievance Policy

ADA, TITLE VI, LEP, AND FAIR HOUSING GRIEVANCE POLICY CITY OF GOTHENBURG

Preamble: Title VI of the Civil Rights Act of, and the Civil Rights Restoration Act of 1987 (P.L. 100.259) mandates that no persons be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance. The Civil Rights Restoration Act of 1987 broadened the scope of Title VI coverage by expanding the definition of terms “programs and activities” to include all programs or activities of Federal Aid recipients, sub-recipients, and contractors/consultants, whether such programs and activities are federally assisted or not. Executive Order 13166 clarified that discrimination based on national origin included intentional or non-intentional denial of services to individuals with limited English-language proficiency.

Title II of the Americans with Disabilities Act mandates that local governments must provide persons with disabilities an equal opportunity to benefit from all of their programs, services, and activities (e.g. public education, employment, transportation, recreation, health care, social services, courts, voting, and town meetings).

The Fair Housing Act, as amended in 1988, prohibits housing discrimination on the basis of race, color, religion, sex, disability, familial status, and national origin. Its coverage includes private housing, housing that receives Federal financial assistance, and State and local government housing. It is unlawful to discriminate in any aspect of selling or renting housing or to deny a dwelling to a buyer or renter because of the disability of that individual, an individual associated with the buyer or renter, or an individual who intends to live in the residence. Other covered activities include, but are not limited to, financing, zoning practices, new construction design, and advertising.

The City of Gothenburg shall designate the City Clerk to coordinate compliance with these requirements across multiple departments as well as the grievance process, detailed below:

The City Clerk shall post a notice in all publicly-accessible City facilities that provides name, telephone number, address, and office hours of the City Clerk for citizens who wish to file a complaint or grievance regarding ADA, Title VI, LEP Assistance, or Fair Housing.

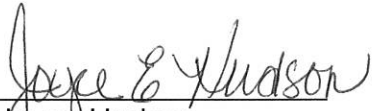
All complaints regarding access or alleged discrimination shall be submitted in writing to the City Clerk. The City Clerk shall maintain a record of the complaint along with any action taken. A decision by the Coordinator will be rendered within fifteen (15) days of receipt of the complaint.

If the complaint cannot be resolved to the satisfaction of the complainant, it will then be forwarded to the City Administrator. The Administrator shall establish procedures for hearing complaints, requests or suggestions from persons regarding barriers to accessing and participating in the public services, activities, functions, and facilities or obtaining housing in the community on an individual basis. The Administrator shall issue a written recommendation within thirty (30) days of notification of complaint.

If the complaint cannot be resolved to the satisfaction of the complainant, it will then be heard by the City Council. A determination shall be made within thirty (30) days of the hearing. The City Council's decision is final.

A record of the action taken shall be maintained as a part of the records or minutes at each level of the grievance process. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies nor does it preclude an individual from filing a complaint with other appropriate agencies.

Adopted June 16, 2015



Mayor Joyce Hudson

ATTEST:



Connie Dalrymple