

What Can I Do About Discrimination?

A person may file a complaint with the City of Emporia directly. Individuals may also file a complaint with Kansas Department of Transportation. All complaints will be referred to the Civil Rights Officer, who will evaluate and refer the complaint to the appropriate program area. Every effort will be made to resolve the complaint as quickly as possible.

Who May File A Complaint?

ANY person who feels he or she has been subject to discrimination because of race, color, age, national origin, sex, disability, veteran or low income status.

When Should I File A Complaint?

You should file a complaint with the City of Emporia within 180 days following the discriminatory action.

Kansas Department of Transportation complaints need to be filed within 90 days following the discriminatory action.

It is encouraged that you file the complaint as soon as possible. The sooner the complaint is filed the less chance there is of leaving out vital information.

Contact Information:

City of Emporia

Shelly Kelley, Community Services Officer
521 Market Street
Emporia, KS 66801
(620) 343-4291
skelley@emporia-kansas.gov

Kansas Department of Transportation (KDOT)

Office of Public Transportation
700 S.W. Harrison
Topeka, KS 66603-3754
(785) 296-0826
Fax (785) 296-0963



**EQUAL OPPORTUNITY
AND
TITLE VI CIVIL RIGHTS**

The Assurance

The City of Emporia and the Kansas Department of Transportation, as recipients of Federal funds for programs, has given the assurance that within our daily operations, we will **NOT** discriminate against any person on the basis of race, color, national origin, sex, age, disability, veteran or low income status to anyone who works, lives or plays in Emporia.

The Laws

Title VI of the Civil Rights Act of 1964, as amended by the Civil Rights Restoration Act of 1987 (P.L. 100-.259), and 49 CFR Part 21 prohibit discrimination based on race, color, and national origin in all Federal-aid programs.

Sex discrimination is also prohibited by Section 162 (a) of the Federal-Aid Highway Act of 1973, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990 (49 CFR 27) prohibit discrimination based on disability, and the Age Discrimination Act of 1975 (42 USC 6101) prohibits discrimination based on age.

The basic philosophy of the laws is that people affected by transportation programs should receive the same services, benefits, and opportunities to which they are entitled to with no differences due to race, color, national origin, age, sex, disability, veteran or low income status.

What is Discrimination?

An intentional, or unintentional, act which subjects a person or a group of persons to unequal treatment under a transportation program. Everyone, regardless of their race, sex, color, national origin, age, disability, veteran or low income status should be treated fairly and equally in all matters relating to transportation.

Examples of Prohibited Acts of Discrimination

- Public meetings that are held at hard-to-reach or inaccessible sites or at times when most affected people are working.
- Zoning changes that would lower the quality of life in a neighborhood.
- Unequal payments offered or paid for similar properties.
- Unequal relocation assistance or housing payments.
- New housing that is not equal to the property replaced.
- No effort made to locate minority or women contractors, consultants or researchers for transportation projects.
- Minority and women contractors not notified about highway projects to be let for bid.
- A neighborhood loses access to stores, services, medical offices, churches, recreation or transportation due to highway construction.
- Property value decreases or increases in unequal ways due to highway construction.
- Minority neighborhood roads that are not as well-maintained as those in non-minority areas.
- Environmental impact is more severe on a minority or low income neighborhood as compared to a higher valuation area.

The City of Emporia is proud our efforts to insure inclusiveness and fairness are a part of our activities. We are proactive in extending our services and programs to all who wish to participate. The City's Office of Human Relations leads the way in celebrating our differences and drawing strength from many of our similarities.