

DISCRIMINATION IS PROHIBITED

TITLE VI OF THE 1964 CIVIL RIGHTS ACT and JUSTICE SYSTEM IMPROVEMENT ACT OF 1979 Section 815(c)

No person in the United States shall, on the ground of race, color, national origin, sex, or religion be excluded from participation in, be denied the benefits of, or be subjected to discrimination under, or be denied employment in connection with any program or activity receiving federal financial assistance.

The State Department of Military provides benefits and services such as emergency management assistance, National Guard protection services and facility construction and maintenance, and disaster assistance following a major Presidential declaration. The federal assistance administered by the Military Department are pass through funds to local governments, other state agencies, and certain private non-profit organizations.

SERVICE WILL BE PROVIDED FOR THOSE WITH LIMITED ENGLISH PROFICIENCY (LEP) THROUGH GOOGLE TRANSLATE.

Prohibited Practices Include:

- Denying any individual any services, opportunity, or other benefit for which he or she is otherwise qualified;
- Providing any individual with any service or other benefit, which is different or is provided in a different manner from that which is provided to others under the program;
- Subjecting any individual to segregated or separate treatment in any manner related to his or her receipt of service;
- Restricting any individual in any way in the enjoyment of services; facilities; or any other advantage, privilege, or benefit provided to others under the program;
- Adopting methods of administration that would limit participation by any group of recipients or subject them to discrimination; Addressing an individual in a manner that denotes inferiority because of race, color, or national origin; Subjecting any individual to incidents of racial or ethnic harassment, the creation of a hostile racial or ethnic environment, and a disproportionate burden of environmental health risks on minority communities.

Anyone who believes that an agency of local government receiving the federal funding mentioned above has discriminated against someone on the basis of race, color, national origin, sex, or religion has a right to file a complaint within 180 days of the alleged discrimination. Should you feel you have been discriminated against, please contact the Title VI coordinator for the Board of Public Utilities listed below:

Jeanna Owens
Human Resources Manager
117 E Washington St
Paris TN 38242

Phone: 731-642-1322 ext 151

- Any individual may file a Title VI complaint with the below listed entity. It is preferable that complaints be registered at the local level first.

Military Department Title VI Complaint Hotline – 800-367-9635

Or send complaint to: Tennessee Human Rights Commission
530 Church St, Ste 400
Nashville TN 37243