

## Matanuska-Susitna Borough Non-Discrimination Policy Statement

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the grounds of race, color, national origin, sex, age, disability, income level or Limited English Proficiency in programs and activities that receive federal financial assistance.

The Matanuska-Susitna Borough is committed to compliance with the non-discrimination requirements of Title VI of the Civil Rights Act of 1964 and all related federal statutes, regulations, and Executive Orders. In accordance with these requirements, the Matanuska-Susitna Borough commits to administer its programs, services, and program activities without regard to race, color, national origin, sex, age, disability, income level or Limited English Proficiency, as required by the nondiscrimination provisions of 49 CFR Part 21, 49 CFR Part 25, 49 CFR Part 27, and the DOT Standard Title VI Assurances and Non-Discrimination Provisions. The Matanuska-Susitna Borough will take reasonable steps to provide access to its services to people with disabilities and those with Limited English Proficiency (LEP).

The Matanuska-Susitna Borough will make every effort to ensure that all its programs that are recipients of federal funds comply with the non-discrimination provisions of its Title VI/ADA Program. The Matanuska-Susitna Borough further certifies that all its programs will be administered in accordance with these provisions.

Any person who believes that they individually or as a group has been subjected to discrimination prohibited under this policy may file a complaint within one hundred and eighty (180) days of the alleged discriminatory conduct. Requests for additional information must be sent to (or complaints must be filed with the Matanuska-Susitna Borough Human Resources Division, or via email at [HumanResources@matsugov.us](mailto:HumanResources@matsugov.us).

Matanuska-Susitna Borough employees and affected personnel are directed to coordinate with their Department Directors or Human Resources to ensure the effective implementation of DOT Title VI and ADA requirements.

This policy is summarized and distributed to all employees as part of the Matanuska-Susitna Borough Employee Handbook, (section 200) and posted on the Civil Rights page of the Borough website. Upon request, this policy will be made available in a language other than English and in alternative formats. Compliance with the nondiscrimination requirements of the Title VI program and the ADA will be monitored by the Human Resources Department.

Matanuska-Susitna Borough

Name of Recipient *Michael Brown, Borough Manager*

by   
(Signature of Authorized Official)

Dated: *7/1/24*