



Nice Matters!

Town of Emerald Isle

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Mayor

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Mayor Pro-Tem

Floyd Messer, Jr.

Board of Commissioners

Candace Dooley
Steve Finch
Jim Normile
Mark Taylor

Town Manager

Matt Zapp
mzapp@emeraldisle-nc.org



**RESOLUTION ADOPTING A TITLE VI POLICY FOR THE TOWN OF EMERALD ISLE
TO PROHIBIT DISCRIMINATION IN PROGRAMS AND SERVICES AND IN
ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE**

WHEREAS: Title VI of the 1964 Civil Rights Act of 1964 prohibits discrimination in any activity which is financed by federal funds or receives federal financial assistance; and

WHEREAS: Since the adoption of Title VI, additional federal regulations and court decisions have refined the definition of “federal financial assistance” and what entities are affected and controlled by Title VI; and

WHEREAS: The Town of Emerald Isle currently has no formal policy in place for defining and preventing discrimination in the activities and for the entities Title VI affects; and

WHEREAS: Interpretation and application of said federal law are not intuitive or readily understood, requiring an understanding of what “federal financial assistance” might be in any particular situation and what persons or entities must comply with Title VI; and

WHEREAS: a policy and procedure for reporting violations will provide guidelines for the Town, Town Departments and private persons and companies doing business with the Town and receiving federal financial assistance.

NOW, THEREFORE, BE IT RESOLVED by the Emerald Isle Board of Commissioners that the attached “Title VI Policy” is hereby adopted as the official policy of the Town of Emerald Isle for applying, reporting, and enforcing Title VI of the Civil Rights Act of 1964.

IT IS FURTHER RESOLVED that the Town Manager is authorized to approve and renew this policy yearly if no changes are made to it.

Adopted this 11th day of August, 2020.

Eddie Barber, Mayor

ATTEST:

Rhonda Ferebee, Town Clerk

Title VI Nondiscrimination Policy Statement

It is the policy of the Town of Emerald Isle to ensure that no person shall, on the ground of race, color, national origin, limited English Proficiency, income-level, sex, sexual orientation, age, or disability, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any Town of Emerald Isle program or activity, including, where applicable, religion, as provided by Title VI of the Civil Rights Act of 1964 and other pertinent nondiscrimination authorities.

The following practices are hereby prohibited throughout the Town of Emerald Isle to comply, at a minimum, with Title VI and related requirements:

- Denying to an individual any standard service, financial aid, or other program benefit without good cause;
- Providing any service, financial aid, or other benefit to a person which is distinct in quantity or quality, or is provided in a different manner, from that provided to others under the program;
- Subjecting a person to segregation or separate treatment in any part of a program;
- Restrictions in the enjoyment of any advantages, privileges, or other benefits enjoyed by others;
- Methods of administration which, directly or through contractual relationships, would defeat or substantially impair the accomplishment of effective nondiscrimination;
- Different standards, criteria, or other requirements for admission, enrollment, or participation in planning, advisory, contractual or other integral activities;
- Acts of intimidation or retaliation, including threatening, coercing, or discrimination against any individual for the purpose of interfering with any right or privilege secured by any pertinent nondiscrimination law, or because s/he has made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing;
- Discrimination in any employment resulting from a program, a primary objective of which is to provide employment.