



## **Title VI Discrimination Complaint Procedures**

### **Title VI**

The City of Glendora, pursuant to Title VI of the Civil Rights Act of 1964 and other related laws, guarantees that no person in the City of Glendora shall be excluded from participation, denial of benefits, or otherwise be subject to discrimination in the programs or activities it administers based on race, color, creed, national origin, disability, or age.

### **Procedure in Accordance with Title VI**

As a subrecipient of federal dollars, the City of Glendora is required to comply with Title VI of the Civil Rights Act of 1964 and ensure that services and benefits are provided on a non-discriminatory basis. The City of Glendora has in place a Title VI Complaint Procedure, which outlines a process for local disposition of Title VI complaints and is consistent with guidelines found in the Federal Transit Administration Circular 4702.1B, dated October 1, 2012.

Any person who believes she or he has been discriminated against on the basis of race, color, or national origin by the City of Glendora may file a Title VI complaint by completing and submitting the agency's Title VI Complaint Form. The City of Glendora investigates complaints received no more than 180 days after the alleged incident. The City of Glendora will only process complaints that are complete.

Within 10 business days of receiving the complaint, the City of Glendora will review it to determine if our office has jurisdiction. The complainant will receive an acknowledgement letter informing her/him whether the complaint will be investigated by our office. The City of Glendora has 30 days to investigate the complaint. The complainant will be notified in writing of the cause to any planned extension to the 30-day rule.

If more information is needed to resolve the case, the City of Glendora may contact the complainant. The complainant has 10 business days from the date of the letter to send requested information to the investigator assigned to the case. If the investigator is not contacted by the complainant or does not receive the additional information within 10 business days, the City of Glendora can administratively close the case.

A case can be administratively closed also if the complainant no longer wishes to pursue their case. After the investigator reviews the complaint, she/he will issue one of two letters to the complainant: a closure letter or a letter of finding (LOF). A closure letter summarizes the allegations and states that there was not a Title VI violation and that the case will be closed. A LOF summarizes the allegations and the interviews regarding the alleged incident, and explains whether any disciplinary action, additional training of the staff member, or other action will occur. If the complainant wishes to appeal the decision, she/he has 10 business days after the date of the letter or the LOF to do so. A person may also file a complaint directly with the Federal Transit Administration, at **FTA Office of Civil Rights, 1200 New Jersey Avenue SE, Washington, DC 20590**.