

Non-Discrimination

Title II of the Americans with Disabilities Act of 1990

Title VI of the Civil Rights Act of 1964

Notice Under the Americans with Disabilities Act

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 ("ADA"), the City of Westminster will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The City of Westminster does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under title I of the ADA.

Effective Communication: The City of Westminster will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in City of Westminster programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The City of Westminster will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in City of Westminster facilities, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of the City of Westminster should contact the office of Risk Management, Martee Erichson, 303-658-2156 or merichson@cityofwestminster.us as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the City of Westminster to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of the City of Westminster is not accessible to persons with disabilities should be directed to Martee Erichson, risk manager and ADA coordinator, 303-658-2156 or merichson@cityofwestminster.us

The City of Westminster will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

[ADA grievance form](#)

[ADA grievance procedure](#)

Notice Under the Civil Rights Act

It is the policy of the City of Westminster, a Colorado home rule municipality (the "City"), that no person shall on the grounds of race, color, national origin, sex, disability, religion, or age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any operation of the City as provided by Title VI of the Civil Rights Act of 1964 and related statutes. The City of Westminster extends this coverage to ensure that no person is unlawfully discriminated against on the grounds of immigration status, gender identity or expression, or sexual orientation.

This policy applies to all operations of the City, including its contractors and anyone who acts on behalf of the City. This policy also applies to the operations of any department or agency to which the City extends federal financial assistance. Federal financial assistance includes grants, training, use of equipment, donations of surplus property, and other assistance.

Prohibited discrimination may be intentional or unintentional. Seemingly neutral acts that have disparate impacts on individuals of a protected group and lack a substantial legitimate justification are a form of prohibited discrimination. Harassment and retaliation are also prohibited forms of discrimination.

Examples of prohibited types of discrimination based on race, color, national origin, sex, disability, age, immigration status, gender identity or expression, or sexual orientation include: denial to an individual any service, financial aid, or other benefit; distinctions in the quality, quantity, or manner in which a benefit

is provided; segregation or separate treatment; restriction in the enjoyment of any advantages, privileges, or other benefits provided; discrimination in any activities related to highway and infrastructure or facility built or repaired; and discrimination in employment.

Title VI compliance is a condition of receipt of federal funds. The City's Title VI Coordinator is the City's Contract and Grant Coordinator and is authorized to ensure compliance with this policy, Title VI of the Civil Rights Act of 1964, 42 U.S.C § 2000d and related statutes, and the requirements of 23 Code of Federal Regulation (CFR) pt. 200 and 49 CFR pt. 21.

[View the complete title VI plan and grievance procedures](#)

[Title VI grievance form](#)