



## **Town of Apex Title VI Nondiscrimination Policy Statement**

It is the policy of the Town of Apex to ensure that no person shall, on the grounds of race, color, national origin, limited English language proficiency, income level, sex, pregnancy, sexual orientation, gender identity or expression, age, National Guard or veteran status, or disability, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any Town of Apex 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 Apex in compliance with Title VI and related requirements:

- Denying an individual any standard service, financial aid, or other program benefit without just cause;
- Providing any service, financial aid, or other benefit to a person that is different in quality or quantity from that provided to others under the same program;
- Subjecting a person to segregation or separate treatment in any Town facility or during any Town program;
- Administering Town services through contractual relationships in a manner inconsistent with non-discrimination laws, goals, and objectives;
- Failing to provide equal opportunity to all vendors and contractors in the Town's procurement of goods and services, including making good faith efforts to recruit minority and women owned business enterprises for purchasing and contracting opportunities;
- Enforcing different standards or requirements for admission, enrollment, or participation in any Town program or citizen engagement opportunity, including, but not limited to, public hearings, citizen advisory boards, and citizens' academies;
- Committing acts of intimidation or retaliation, including threatening or coercing any individual because the individual has cited protection by a non-discrimination law or made a complaint or participated in any manner in an investigation, proceeding, or hearing;
- Discriminating in any way against an individual during the hiring process or employment period for any Town position.

This 15<sup>th</sup> day of December, 2020.

TOWN OF APEX

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Jacques K. Gilbert, Mayor

ATTEST:

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Donna B. Hosch, Town Clerk, MMC, NCCMC