

RESOLUTION NO. 2012- 146

**A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF ST. JOHNS COUNTY, FLORIDA APPROVING A POLICY OF NON-DISCRIMINATION FOR ANY PROGRAM OR ACTIVITY RECEIVING FEDERAL FINANCIAL ASSISTANCE PURSUANT TO THE REQUIREMENTS OF TITLE VI OF THE 1964 CIVIL RIGHTS ACT.**

**RECITALS:**

**WHEREAS**, St. Johns County, Florida desires to amend its Administrative Code for the purpose of establishing a policy that no person in St. Johns County shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance pursuant to the requirements of Title VI of the 1964 Civil Rights Act; and

**WHEREAS**, the scope of the policy shall include all St. Johns County Board of County Commissioners' employees; and

**WHEREAS**, it shall be the policy of St. Johns County that in the operation of any federally assisted program, it shall not, on the basis of race, color, or national origin, either directly or through contractual means:

- a) Deny program services, aids, or benefits;
- b) Provide a different service, aid, or benefit, or provide them in a manner different than they are provided to others;
- c) Segregate or separately treat individuals in any matter related to the receipt of any services, aid, or benefit.

**NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF ST. JOHNS COUNTY, FLORIDA, THAT:**

**SECTION 1. Incorporation of Recitals.**

The Recitals expressed above are incorporated by reference into the body of this Resolution, and such Recitals are adopted as Findings of Fact.

**SECTION 2. Authorization to administer.**

The County Administrator, or designee, is hereby authorized to administer this policy.

**SECTION 3. Correction of Errors.**

To the extent that there are typographical and/or administrative errors and/or omissions that do not change the tone, tenor, or context of this Resolution, then this Resolution may be revised without subsequent approval of the Board of County Commissioners.

**Section 4. Effective Date.**

This Resolution shall be effective upon execution by the Chair of the Board of County Commissioners.

**PASSED AND ADOPTED** by the Board of County Commissioners of St. Johns County, Florida this 15<sup>th</sup> day of May, 2012.

BOARD OF COUNTY COMMISSIONERS OF  
ST. JOHNS COUNTY, FLORIDA

By: \_\_\_\_\_

*Jay Morris*  
Jay Morris, Vice-chair

ATTEST: Cheryl Strickland, Clerk

By: \_\_\_\_\_

*Sam Halterman*  
Deputy Clerk

RENDITION DATE 5/17/12



# St. Johns County Administrative Code

<b>Section:</b> Administration	<b>Date Issued:</b> May 2012
<b>Title:</b> Non-Discrimination	<b>Reference:</b> Title VI of the 1964 Civil Rights Act

## **119.1 Purpose**

No person in St. Johns County shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance pursuant to the requirements of Title VI of the 1964 Civil Rights Act.

## **119.2 Scope**

All St. Johns County Board of County Commissioners' employees.

## **119.3 Policy**

119.3.1 It is the policy of St. Johns County that in the operation of any federally assisted program, it shall not, on the basis of race, color, or national origin, either directly or through contractual means:

- a) Deny program services, aids, or benefits.
- b) Provide a different service, aid, or benefit, or provide them in a manner different than they are provided to others.
- c) Segregate or separately treat individuals in any matter related to the receipt of any services, aid, or benefit.

119.3.2 St. Johns County further recognizes that in certain circumstances, a failure to ensure that persons with limited English proficiency can effectively participate in or benefit from federally assisted programs and activities may result in the denial of program services, aids or benefits. To that end, it is the policy of St. Johns County to insure that whenever and wherever possible efforts will be made to insure that information about the County's programs and services are provided in a manner that is conducive to the full participation of all persons living in this jurisdiction. These efforts may include, but are not limited to, any of the following:

- a) Identifying county employees who are fluent in languages in addition to English to act as translators whenever this is necessary.
- b) Publishing notices and announcements, based on an analysis of St. Johns County populations demographics from the Bureau of Census, in the language of the largest group of individuals who speak a language other than English at home, in order to ensure they have written access to the information about St. Johns County programs.

- c) Utilizing Google translator on sites posted on the County website in order to allow individuals to translate information posted there regarding county programs and services into their language of choice.

**119.4 Grievances**

Any individual who believes that they have been the victim of unlawful discrimination in violation of Title VI of the 1964 Civil Rights Act as described above may file a grievance with the County Administrator.