

**2025 Title VI Goals &
2024 Accomplishments Report
For the
CITY OF COLUMBIA CITY,
INDIANA**



10/01/2024

Prepared by: Beth A. Igney, Title VI Coordinator

2025 Title VI Goals

1. Continue to develop and distribute an annual ADA & Title VI information sheet to Departments providing useful information related to nondiscrimination policies and regulations and reminder of employees to report any complaints of discrimination and any encounters with LEP individuals.
2. Continue to publish annually a non discrimination statement on the City website and at City Hall.
3. Continue to post an annual Title VI Nondiscrimination Notice of Nondiscrimination in all City buildings signed by the Mayor.
4. Continue to monitor and use Census data, reports from departments, voluntary survey, and any other method available to ensure that minority populations and LEP individuals have access to the City's program, activities, and services.
5. Obtain a current list of federally funded projects, review and assure that non discrimination language continues to be used in contract and subcontracts.

2024 Title VI Accomplishments

Goal #1 – Continue to publish an article in one of the City's quarterly newsletters to remind citizens of our plan.

The below article was published in the Summer 2024 quarterly newsletter:



COLUMBIA CITY ADA TRANSITION PLAN

By Beth Igney, City of Columbia City Human Resource Director/ADA and Title VI Coordinator

You might have noticed the continued work on our City streets that involve new or revamped curb cuts. This work is being done in order for the City to meet the Americans With Disabilities Act guidelines. With this federal law in place, we continue to update and add these curb cuts as indicated in our ADA Transition Plan located on the City's website under the Government link. We depend on our citizens to let us know where there might be barriers for those citizens with disabilities, both physical and non-physical.

You can find the ADA Transition Plan, ADA updates, and the ADA map on our website at columbiacity.net under the "Government" link and then under "Ordinance and Forms". The map shows the areas where the curb cuts have been completed and where future curb cuts will be done. The ADA Updates link

also indicates the areas where the Street Department will be working to make our streets accessible. You will also find a Complaint Form that can be used if needed.

The City is committed to ensuring that community involvement and outreach is done in a respectful and inclusive manner that will allow for diverse involvement. Public meetings, programs, and activities will provide equitable opportunities for participating. City Council meetings are open to the public. All public meetings are held in locations accessible to individuals with disabilities. Upon request, assistance and translation services may be made available to individuals in need of such services as soon as possible but no later than 48 business hours before the scheduled meeting by contacting Beth Igney, ADA/Title VI Coordinator at 260-248-5109.

Goal #2- Continue to publish annually a nondiscrimination statement, signed by the Mayor, on the City website and at City Hall.

The below document is posted in City Hall and on the City website:



**NOTICE OF NONDISCRIMINATION UNDER
THE AMERICANS WITH DISABILITIES ACT AND
SECTION 504 OF THE REHABILITATION ACT OF 1973**

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA") and Section 504 of the Rehabilitation Act of 1973, as amended (Section 504) and implementing regulations found in 28 CFR 35 and 49 CFR 27, the City of Columbia City will not and does not discriminate against qualified individuals with disabilities in its policies, or in the admission of, access to, treatment of or employment in its services, programs, or activities.

Employment: The City of Columbia City 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 Columbia City will generally, upon request, make all reasonable efforts to provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the City of Columbia City's 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.

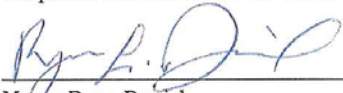
Modifications to Policies and Procedures: The City of Columbia City will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in the City of Columbia City offices, 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 Columbia City, should contact Beth Igney, Human Resources Director/ADA Coordinator at 260-248-5109 as soon as possible but no later than 48 business hours before the scheduled event.

The ADA does not require the City of Columbia City 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 Columbia City is not accessible to persons with disabilities should be directed to Beth Igney, Human Resources Director/ADA Coordinator.

The City of Columbia City 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.



Mayor Ryan Daniel
Mayor, City of Columbia City

1/23/2024

Date

Goal #3 = Continue to post an annual Title VI notice of Nondiscrimination , signed by the Mayor, in all departments.

An annual Title VI notice of Nondiscrimination was posted in all departments.

Goal #4 – Continue to monitor and use Census data.

Updated Census data may be viewed in the 2023 Title VI Implementation Plan. Interaction with City residents who don't speak English is still low.

This past year, we did not have any Public Involvement Surveys submitted and no LEP encounters were reported by County Departments.

Goal #5 – Continue to keep a current list of federally-funded transportation projects and ensure that non discrimination language continues to be used in contracts.

There are currently one federally funded project (none of which are road or bridge projects). A USDA loan that is considered a pass through the Electric Department for C&C and C&R Plating.