

Nondiscrimination Policy for Contractors

The ADA mandates that contractors working for public entities ensure all facilities are readily accessible to individuals with disabilities. This includes adhering to the ADA Standards for Accessible Design during construction or alterations of new buildings or facilities. Contractors also have a responsibility to provide reasonable accommodations to their employees with disabilities, ensuring they can participate in the job application process and perform the essential functions of their jobs.

Specific Responsibilities for Contractors:

* **Following Design Standards:**

Contractors must adhere to the ADA Standards for Accessible Design when constructing or altering facilities. This includes things like ensuring ramps, restrooms, and other public areas are accessible.

* **Reasonable Accommodation for Employees:**

Contractors must provide reasonable accommodation to their employees with disabilities, unless doing so would impose an undue hardship. This could include modifications to the work environment, equipment, or job duties.

* **Non-Discrimination:**

Contractors cannot discriminate against employees or applicants based on disability.

* **Regular Inspections:**

Contractors should conduct regular inspections to ensure compliance with ADA standards and address any potential accessibility issues promptly.

* **Flow-Down Clause:**

For government contractors, they are required to flow down the ADA compliance clause to subcontracts exceeding $10,000.

* **Compliance with DOT Regulations:**

Private contractors providing transportation services under contract with a public entity must comply with the DOT's ADA regulations, effectively "standing in the shoes" of the public entity.

* **"Stand in the Shoes" Requirement:**

If a private entity contracts with a public entity to provide transportation services, the private entity is subject to the same ADA requirements as the public entity.

**BROWN COUNTY TITLE VI / NONDISCRIMINATION STATEMENT**

Brown County is committed to ensuring that no person on the basis of race, color, national origin (limited English proficiency), sex, age, religion, disability, sexual orientation, or veteran status, or any other group of people protected under Federal or State nondiscrimination statutes, laws, regulations, or other requirements, shall be excluded from participating in, be denied the benefits of, or otherwise be subjected to discrimination or retaliation in any program or activity receiving Federal financial assistance that is administered by Brown County, its subrecipients, and/or its contractors.

**Title VI / Nondiscrimination Statement**

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**FILING A TITLE VI DISCRIMINATION COMPLAINT**

Any person or organization believing they have been a victim of discrimination based on race, color, or national origin (limited English proficiency) may file a complaint with the agency in question or with the Brown County Title VI Coordinator

To submit a complaint please complete the “Title VI Discrimination Complaint” form.  Complaint forms can be obtained via the email below.  Please send your complaint to:

Brown County Title VI Coordinator

 200 South Broadway, Brownwood, Texas 76801.

Phone: 325-643-2828.

Email: stephanie.upfold@browncountytx.gov.