



Our vision is for everyone
in Polk County to have
a safe place to call home.

Polk County Continuum of Care Board

Non-Discrimination Policy

Purpose: The Polk County Continuum of Care Board (CoCB) has established a non-discrimination policy for actions of the Board of Directors and all programs funded by the CoCB. This policy is in place regardless of the source of funding including Federal, State or private funds to comply with applicable civil rights and fair housing laws and requirements.

Policy: It shall be the policy of the CoCB that actions and deliberations of the board will not discriminate against individuals or families seeking services within the geographic area served by the Polk County Continuum of Care (PCCoC). This policy applies to programs funded through actions of the board.

Application of the CoCB Non-Discrimination Policy requires fair and equal access.

1. All people in the PCCoCB's geographic area have fair and equal access to CoCB's funded programs regardless of race, color, creed, national origin, ethnicity, religion, sex, age, familial status, physical or mental disability, actual or perceived sexual orientation, gender identity, or marital status as well as where or how individuals present for services.
2. People in all populations and subpopulations in the PCCoCB's geographic area, including people experiencing chronic homelessness, veterans, families with children, youth, and survivors of domestic violence are assured to have fair and equal access to CoCB's funded programs.
3. Physical locations of the CoCB's funded programs will insure accessibility to people with disabilities.
4. The CoCB's funded programs will make every effort to serve individuals or families who speak languages commonly spoken in the community and take reasonable steps to offer program materials and participant instruction in multiple languages to meet the needs of minority, ethnic, and groups with Limited English Proficiency.
5. CoCB's funded programs will make every effort to ensure effective communication with individuals with disabilities including the provision of appropriate auxiliary aids and services necessary to ensure effective communication (e.g. Braille, large type, assistive listening devices, and sign language interpreters).

Nondiscrimination and equal opportunity provisions include the following:

- Fair Housing Act prohibits discriminatory housing practices based on race, color, religion, sex, national origin, disability or familial status
- 24 CFR Part 5 2016 Equal Access in Accordance with an Individual's Gender Identity in Community Development and Planning.
- Section 504 of the Rehabilitation Act of 1973, as amended by the ADA Amendment Act of 2008 which prohibits discrimination on the basis of disability under any program or activity receiving Federal assistance.
- Title VI of the Civil Rights Act prohibits discrimination on the basis of race, color, or national origin under any program or activity receiving Federal financial assistance.
- Title II of the Americans with Disabilities Act prohibits public entities, which includes State and local governments, and special purpose districts, from discriminating against individuals with disabilities in all their services, programs, and activities, which include housing, and housing-related services such as housing search and referral assistance.
- Title III of the Americans with Disabilities Act prohibits private entities that own, lease, and operate places of public accommodation, which includes shelters, social service establishments, and other public accommodations providing housing, from discriminating on the basis of disability.

Approved (insert date)