



The City of Rushville
Fiscal Year 27
TITLE VI IMPLEMENTATION PLAN

Prepared by:



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I. Introduction

This Title VI Implementation Plan is a part of The City of Rushville's continual and ongoing effort to proactively meet and exceed the minimum compliance requirements established under Title VI of the Civil Rights Act of 1964 (Title VI), 49 CFR § 26, and the related anti-discrimination statutes and regulations. With this Implementation Plan, The City of Rushville seeks to provide continued transparency, clarity, and technical guidance for internal and external constituents regarding its Title VI program.

II. Title VI Non-Discrimination Notice & Policy

The City of Rushville values each individual's civil rights and wishes to provide equal opportunity and equitable service for the citizens of this state. As a recipient of federal funds, The City of Rushville conforms to Title VI and all related statutes, regulations, and directives, which provide that no person shall be excluded from participation in, denied benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance from The City of Rushville on the grounds of race, religion, color, age, sex, disability, national origin, income status or limited English proficiency. The City of Rushville further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, regardless of whether those programs and activities are federally funded.

It is the policy of The City of Rushville to comply with Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964, 42 USC § 2000e; Age Discrimination Act of 1975, 42 USC §§ 6101-6107; Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, 42 USC §§ 4601-4655; 1973 Federal Aid Highway Act, 23 USC § 324; Title IX of the Education Amendments of 1972, Pub. L. No. 92- 318, 86 Stat. 235; Section 504 of the Rehabilitation Act of 1973, 29 USC §§ 701 et seq; Civil Rights Restoration Act of 1987, Pub. L. No. 100-259, 102 Stat. 28; Americans with Disabilities Act of 1990, 42 USC §§ 12101 et seq.; Title VIII of the Civil Rights Act 1968, 42 USC §§ 3601-3631; Exec. Order No. 12898, 59 Fed. Reg. 7629 (1994) (Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations); and Exec. Order No. 13166, 65 Fed. Reg. 50121 (2000) (Improving Access to Services for Persons with Limited English Proficiency).

The Civil Rights Restoration Act of 1987, Pub. L. No. 100-259, 102 Stat. 28, broadened the scope of Title VI coverage by expanding the definition of terms "programs or activities" to include all programs or activities of federal-aid recipients, subrecipients, and contractors and consultants, regardless of whether such programs and activities are federally assisted.

Pursuant to the requirements of Section 504 of the Rehabilitation Act of 1973, Pub. L. No. 93-112, 87 Stat. 355, The City of Rushville hereby gives assurance that no qualified disabled person shall, solely by reason of disability, be excluded from participation in, be denied the benefits of or otherwise be subjected to discrimination, including discrimination in employment, under any program or activity that receives or benefits from this federal financial assistance.

The City of Rushville also assures that every effort will be made to prevent discrimination through the impacts of its programs, policies and activities on minority and low-income populations. In addition, The City of Rushville will take reasonable steps to provide meaningful access to services for persons with limited English proficiency (LEP). The City of Rushville will, where necessary and appropriate, revise, update and incorporate nondiscrimination requirements into appropriate manuals, directives, and regulations.

Whenever The City of Rushville distributes federal-aid funds to a second-tier subrecipient, the City will include Title VI language in all written agreements.

The following individuals have been identified as The City of Rushville's Title VI and ADA Coordinators, responsible for initiating and monitoring Title VI activities, preparing reports and performing other responsibilities, as required by 23 CFR § 200 and 49 CFR § 21:

Samantha Copley
Title VI Coordinator/ADA Coordinator
330 N Main St, Suite 200
Rushville, IN 46173
Phone: 765-932-3735
E-mail: compliance@cityofrushville.in.gov

III. Title VI Assurances & Implementation

The City of Rushville affirms its commitment to nondiscrimination annually by publishing its Annual Title VI Implementation Plan and reaffirming its Assurances of Nondiscrimination, incorporated herein.

Fully executed Assurances are included in **Appendix A** and integrated into this document. This Title VI Implementation Plan has been adopted by the City of Rushville governing body through formal action.

The City of Rushville, Indiana
(Name of Recipient)

Dated 7/21/2026



Mayor Michael P. Pavey
City of Rushville Mayor
(Signature of Authorized Official)

IV. Organization & Staffing

The City of Rushville includes the Elected Officials, the City Council, and Jerry Sitton, the ADA Coordinator, whose role is responsible for developing and overseeing the ADA plans, reports, and surveys. Jerry Sitton is also the main point of contact for all Civil Rights issues from the public and provides Title VI, LEP, and ADA training to employees annually, and assists all staff members regarding Civil Rights.

Name	Department	Phone	Email
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