

VIII. Public Dissemination

Title VI information will be displayed at the City Hall building and all places in which public meetings are held. The name and contact information of The City of Rushville's Title VI Coordinator will be displayed on Title VI information. This notification is located in **Appendix G**.

The City of Rushville Title VI plan and policy, which includes the ADA/Section 504 plan, Limited English Proficiency (LEP) plan and complaint procedures, is on City of Rushville's Website at <https://www.cityofrushville.in.gov/>. Any of these plans will be provided upon request. LEP individuals may obtain translated copies of these plans upon request. Any questions or comments regarding this plan should be directed to the Title VI Coordinator.

IX. Community Involvement & Outreach

The City commits to ensure community involvement and outreach is conducted in a respectful and appropriate manner that will allow for diverse involvement. Public meetings, programs and activities will provide equitable opportunities for participation. As such, this plan will be open to public comment and be adopted at a public hearing once approved by the City Council.

The City of Rushville Council meets bimonthly, and those meetings are open to the public. Any meetings that are open to the public are published on The City of Rushville's website at <https://www.cityofrushville.in.gov/> and distributed to local media outlets. All The City of Rushville public meetings are held in locations accessible to individuals with disabilities. Upon request, translators can be provided free of charge to those individuals with limited English proficiency. Auxiliary aids are also available upon request. All such requests must be made at least (2) business days in advance of the public meeting.

Also published on The City of Rushville's website are various meeting minutes, and The City of Rushville notices, events, and news. Some City departments utilize signage, media, and social media websites as another avenue to communicate with the community. All published notices shall include the Title VI language as shown in **Appendix F**.

X. Data Collection

The City of Rushville will collect and analyze statistical information regarding demographics to assist in monitoring and ensuring nondiscrimination in all its programs and activities. The City of Rushville will utilize a voluntary public involvement survey (**Appendix G**) to collect information regarding people affected by proposed projects. The survey permits respondents to remain anonymous, while voluntarily answering questions regarding their gender, ethnicity, race, age, disability status, and household income.

The City of Rushville - Title VI Implementation Plan

As noted above, some information is collected periodically with the objective of determining what data needs to be collected. The following types of data are collected by the City:

- Complaints received, logged, processed, and investigated by the City.
- Limited English Proficiency reports
- Title VI Training, as required.
- Public Involvement Survey
- Records of meeting minutes and discussions related to Title VI in all program areas.
- Project data regarding the race, color, national origin, sex, age, and disability of the property owners of parcels valued, property owners, and property owners/tenants relocated can be collected for any program area and any associated risks with discrimination may be obtained during a project or information meeting. This may include right of way data collection, which includes information on the valuation of impacted, negotiations with impacted property owners, and the relocation of impacted property owners and tenants. This data would be evaluated to determine if the processes in Right of Way were conducted in a non-discriminatory manner. Any data collected should be collected in a manner that is reportable upon request from a funding agency.

The City of Rushville plans to make this survey available at all public hearings and meetings and in appropriate City buildings. Completed surveys shall be retained for a period of three (3) years from the date of the meeting.

XI. Section 504/Americans with Disabilities Act (ADA)

Pursuant to the requirements of Section 504 of the Rehabilitation Act of 1973 (29 USC § 794), as amended, and the Americans with Disabilities Act of 1990, as well as any other local, federal and state laws and regulations, The City of Rushville will make every reasonable effort to ensure that no individual with a disability will be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any of the City of Rushville's programs or activities.

For more information regarding the City of Rushville's ADA policy, please visit The City of Rushville's website at <https://www.cityofrushville.in.gov/>. ADA complaint forms can be obtained by contacting The City of Rushville's ADA Coordinator.

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XII. Limited English Proficiency (LEP) Plan

The City of Rushville has prepared this plan in accordance with Title VI, which states that no person shall be subjected to discrimination on the basis of race, color or national origin. The purpose of this plan is to help identify reasonable steps for providing language assistance to individuals with Limited English proficiency who wish to access services provided by the City of Rushville.

Presidential Executive Order No. 13166, titled "Improving Access to Services for Persons with Limited English Proficiency," indicates that individuals treated differently based upon their inability to speak, read, write, or understand English is a type of national origin discrimination. Presidential Executive Order No. 13166 defines limited English proficiency persons as those individuals who do not speak English as their primary language and have limited ability to read, speak, write, or understand English.

To prepare this plan, The City of Rushville utilized the U.S. Department of Transportation's four-factor LEP analysis, which considers the following factors:

1. The number or proportion of LEP people in the service area who may be served or are likely to encounter a The City of Rushville program, activity or service.
2. The frequency with which LEP people encounter The City of Rushville programs, activities, and services.
3. The nature and importance of the programs, activities or services provided by The City of Rushville to the LEP population; and
4. The resources available to The City of Rushville and the overall costs to provide LEP assistance.

The number and proportion of LEP persons eligible to be served or likely to be encountered by the City can only be estimated until the actual number of persons who can speak English less than "very well" are documented as needing assistance by City Staff. US Census Bureau information is being used at this time. The total population is provided below to show general distribution of race and ethnicity in the community.

The City of Rushville uses statistics provided by the U.S. Census Bureau. Figures below utilize Table DP05 2024 American Community Survey (ACS) 5-Year Estimates.

Total population = (6,036)

Population by Ethnicity:

Hispanic or Latino = 228 Non-Hispanic or Latino = 5,808

Population by Race:

White = 5,440; African American = 106; Asian = 0; American Indian or Alaska Native = 0; Native Hawaiian and Pacific Islander = 0; Other = 33; Identified by two or more = 229.

The INDOT LEP Persons by County website - INDOT: LEP Persons by County provides Counties with LEP estimates while Towns or Cities must utilize the [U.S. Census Bureau](#) Table S1601 ACS 5-Year Estimates. Persons in The City of Rushville speaking English less than "very well" estimated at 0.7% or approximately 38 individuals who may be considered limited in English proficiency.

According to the census numbers above, there may be up to 38 individuals who live in The City of Rushville that may be considered as LEP. Based on actual contact between City Staff and the community there have been limited requests from anyone in the service area asking the City to provide language translation services. Therefore, the LEP population is probably even less than the estimate shown above.

In compliance with the U.S. Department of Transportation's LEP analysis, The City of Rushville has considered and implemented the following:

- The number or proportion of LEP persons who may be served or likely to encounter a City of Rushville program, activity or service is approximately 0.7%.
- Staff survey data can provide insight into the frequency with which LEP people encounter The City of Rushville programs, activities, or services.
- To ensure meaningful access to LEP persons pertaining to any The City of Rushville programs, activities, and services, the City offers free interpretation services, as needed or requested, 2 business days in advance.

The City of Rushville is aware that its community profile is ever-changing. As a result, this LEP plan will be re-evaluated annually to ensure the plan remains reflective of community needs. Anyone requiring special language services or accommodation must contact the Title VI Coordinator. **Appendix H's** I-Speak cards are also available to identify specific language translation needed.

XIII. Policy Statement

The City of Rushville values each individual's civil rights and wishes to provide equal opportunity and equitable service for its citizens. As a recipient of federal funds, the City is required to conform to Title VI and all related statutes, regulations, and directives, which provide that no person shall be excluded from participation for, denied benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance from the Department of Transportation on the grounds of race, color, age, sex, disability, national origin, or income status.

The City of Rushville, Indiana
(Name of Recipient)


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

Date: 7/21/2026

XIV. Social Equity & Environmental Justice

Ensuring the meaningful involvement of low income, minority, disabled, senior, and other traditionally underrepresented communities is a key component of the City's public participation activities. The City's policies, procedures, and programs are consistent with federal and state environmental justice laws, regulations and requirements, Title VI, related nondiscrimination requirements and reflect the principles of social equity and environmental justice. Social equity means ensuring that all communities are treated fairly and are given equal opportunity to participate in the planning and decision-making process, with an emphasis on ensuring that traditionally disadvantaged groups are not left behind. Environmental justice means ensuring that plans, policies, and actions do not disproportionately affect low income and minority communities.