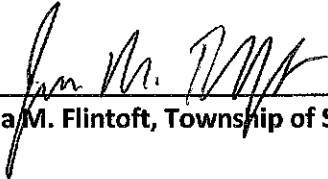


TOWNSHIP OF SCIO BOARD OF TRUSTEES
Nondiscrimination Policy and Notice

I hereby certify that the Township of Scio Board of Trustees *Nondiscrimination Policy and Notice* was adopted by the Board of Scio Township at its Regular Meeting held on November 12, 2024.



Jessica M. Flintoft, Township of Scio Clerk



NONDISCRIMINATION POLICY AND NOTICE

Township of Scio complies with Federal civil rights laws and is committed to providing its programs and services without discrimination in accordance with:

- *Title VI of the Civil Rights Act of 1964*, which prohibits discrimination based on race, color, or national origin (including language).
- *Section 504 of the Rehabilitation Act of 1973*, which prohibits discrimination based on disability.
- *Title IX of the Education Amendments Act of 1972*, which prohibits discrimination based on gender in education programs or activities.
- *Age Discrimination Act of 1975*, which prohibits discrimination based on age.
- *U.S. Department of Homeland Security regulation 6 C.F.R. Part 19*, which prohibits discrimination based on religion in social service programs.

Township of Scio complies with State of Michigan civil rights laws and is committed to providing its programs and services without discrimination in accordance with:

- *Persons with Disabilities Civil Rights Act 220 of 1976*, which prohibits discrimination against Michigan citizens with disabilities.

It is against the law for Township of Scio to retaliate against anyone who takes action to oppose discrimination, files a complaint, or participates in the investigation of a complaint in accordance with the above authorities.

To File a Complaint

If you think that the Township of Scio has failed to provide these services or discriminated in another way based on race, color, national origin (including language), disability, sex, age, or religion, you can file a complaint in person or email with: HR Generalist at HR@sciotownship.org.

Information and Services for Persons with Disabilities and Persons with Limited English Proficiency

Township of Scio:

- Provides free aids and services, such as qualified sign language interpreters and written information in other formats (large print, audio, accessible electronic formats, etc.), to communicate effectively with persons with disabilities.
- Provides free language services, such as qualified foreign language interpreters and information written in other languages, to ensure meaningful access to programs and activities for persons with limited English proficiency.

If you need these services, please contact:

Human Resources Generalist at HR@sciotownship.org.