

**RESOLUTION NO. 25-2015**

**A RESOLUTION OF THE CITY OF KISSIMMEE, FLORIDA APPROVING AND ADOPTING A CIVIL RIGHTS PROGRAM POLICY; AUTHORIZING THE CITY MANAGER TO CREATE AND IMPLEMENT PROCEDURES IN FURTHERANCE OF THE POLICY AND CONSISTENT WITH FEDERAL AND STATE REGULATIONS; PROVIDING FOR AN EFFECTIVE DATE.**

BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF KISSIMMEE, FLORIDA, IN LAWFUL SESSION ASSEMBLED, AS FOLLOWS:

**WHEREAS**, The City of Kissimmee is committed to protecting the rights of all people to ensure their ability to work, and enjoy equal access to facilities open to the public in an environment free of unlawful discrimination, harassment, intimidation and retaliation;

**WHEREAS**, The City values diversity and welcomes input from all interested parties regardless of cultural identity, background or income level.

**WHEREAS**, The City does not tolerate discrimination in any of its programs services or activities, and shall not exclude participation in, deny benefits of, or subject to discrimination anyone on the grounds of race, color, national origin, sex, sexual orientation, age, disability, religion or familial status.

**NOW, THEREFORE, BE IT RESOLVED** by the City Commission of the City of Kissimmee that:

**Section 1.** The above recitals are true and correct legislative findings.

**Section 2.** The City shall adopt policies and procedures in compliance with Title VI of the Civil Rights Act of 1964, as amended; the Civil Rights Restoration Act of 1987; Section 504 of the Rehabilitation Act of 1973; Title IX of the Education Amendments of 1972; Age Discrimination in Employment Act of 1967; Title II of the Americans with Disabilities Act of 1990 (ADA); Executive Order 13166, and other applicable state and federal nondiscrimination regulations.

**Section 3.** The City Manager, and/or his designees are hereby authorized to create, implement, and distribute procedures relative to the Civil Rights Program.

**Section 4.** The following shall be accomplished through the Civil Rights Program:

- Designation of a Title VI / Nondiscrimination Coordinator, and if necessary, designation of a separate ADA/504 Coordinator;
- Establishment of notice and complaint filing procedures for discrimination;
- Identification of internal and external methods for dissemination of the policies;

- Identification of reasonable measures to ensure meaningful assess to City programs, services and activities to those who do not speak English proficiently;
- Ensuring that the City completes and posts an ADA (504) Transition plan for accessibility of pedestrian facilities within the public rights of way as required by 28 CFR 35.105 and 150(d); and
- Review of program every three years, to ensure compliance with State and Federal regulations and that program is meeting nondiscrimination objectives.

**Section 5.** This Resolution shall take effect immediately upon its passage.

**DONE AND RESOLVED** this 20<sup>th</sup> day of October, 2015.

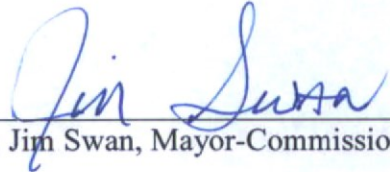


ATTEST:



By: Linda S Hansell  
City Clerk

**CITY OF KISSIMMEE**

  
By: Jim Swan, Mayor-Commissioner

Approved as to Form & Legality:



By: Donald T Smallwood  
City Attorney