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 access 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 20th day of October, 2015.

CITY OF KISSIMMEE

By: Jim Swan, Mayor-Commissioner

By: Linda S Hansell
City Clerk

Approved as to Form & Legality:

By: Donald T Smallwood
City Attorney