

	Department of Public Safety Standards and Training POLICY	Policy Number: 142
		Effective Date: 3/11/2025
SUBJECT:	Nondiscrimination Program Policy	Supersedes: N/A
SIGNATURE:	Signature on File Phil Castle, Director	Division(s):

APPLICABILITY:

All Department of Public Safety Standards and Training (DPSST) programs.

PURPOSE:

This policy establishes (1) the framework for taking reasonable steps to ensure DPSST constituent and customer access to DPSST programs and (2) procedures whereby DPSST receives and investigates allegations of discrimination.

AUTHORITY:

Director

REFERENCES:

Title VI of the Civil Rights Act of 1964 [Prohibits discrimination based on race, color, or national origin, in any program, service, or activity that receives federal assistance]

Title IX of the Education Amendments of 1972 (Title IX) [Prohibits discrimination on the basis of sex in any education or training program receiving federal financial assistance, with a limited number of defined exceptions]

Section 504 of the Rehabilitation Act of 1973 (Section 504) [Prohibits discrimination on the basis of an individual's disability by all federal agencies and in all federally funded activities]

The Age Discrimination Act of 1975, as amended [Prohibits discrimination in federally supported activities on the basis of age]

U.S. Department of Homeland Security regulation 6 C.F.R. Part 19 [which prohibits discrimination based on religion in social service programs]

DEFINITIONS:

For the purposes of this policy, the following definitions apply. If the document referenced for these definitions is revised, the most recently revised document for these definitions applies.

- A. Disability – hearing, vision, cognitive, ambulatory, self-care, and/or independent living difficulty.
- B. Limited English Proficient (LEP) Person – An individual who does not speak English as their primary language and who has limited ability to read, write, speak, or understand English.
- C. Nondiscrimination Program Coordinator – DPSST Human Resources (HR) representative who ensures compliance with federal nondiscrimination statutes.

GENERAL:

DPSST is committed to ensuring that no person is excluded from participation in, denied the benefits of, or subjected to discrimination under any program or activity that it provides. DPSST will not tolerate intimidation, threats, coercion, or discrimination against any individual or group.

Title VI of the Civil Rights Act of 1964 is the overarching civil rights law that prohibits discrimination based on race, color, or national origin, in any program, service or activity that receives federal assistance. Specifically, Title VI assures that “No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefit of, or be otherwise subjected to discrimination under any program or activity receiving federal assistance.” Nondiscrimination prohibitions have been further broadened and supplemented by related statutes, regulations, and executive orders. DPSST adheres to Title VI activities as a recipient of federal assistance from the Federal Emergency Management Agency (FEMA) and the Department of Homeland Security (DHS).

DPSST will not restrict an individual in any way from the enjoyment of any advantage or privilege enjoyed by others receiving any service, or other benefit under any of its programs, regardless of the funding source for the program. DPSST shall establish a Nondiscrimination Program Coordinator to help ensure individuals are not subjected to criteria or methods of administration which cause adverse impact because of their race, color, or national origin, or have the effect of defeating or substantially impairing accomplishment of the objectives of the program because of race, color, or national origin.

DPSST will not tolerate intimidation, threats, coercion, or discrimination against any individual or group, either (1) for the purpose of interfering with any right or privilege guaranteed under law or regulations or (2) because the individual has filed a complaint or has testified, assisted or

participated in any way in an investigation, proceeding or hearing or has opposed any DPSST action or decision.

DPSST will take reasonable measures to provide access to department services for Limited English Proficient persons and/or those with Disabilities.

DIVISIONS AFFECTED

A. All Programs