

# **City of Johnson City Notices – Civil Rights**

## **Notice 1: Fair Housing Public Service Announcement Public Service Announcement: Fair Housing, It's the Law City of Johnson City**

To promote fair housing practices, the City of Johnson City encourages potential homeowners and renters to be aware of their rights under the National Fair Housing Law.

Title VIII of the Civil Rights Act of 1968, as amended, prohibits discrimination against any person on the basis of race, color, religion, sex, disability, familial status or national origin in the sale or rental of units in the housing market.

For more information on fair housing or to report possible fair housing discrimination, call the Texas Workforce Commission at (888) 452-4778 or (512) 463-2642 TTY: 512-371-7473.

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## **Notice 2: Policy of Nondiscrimination on the Basis of Disability (Sec 504) City of Johnson City**

The City of Johnson City does not discriminate on the basis of disability in the admission or access to, or employment in, its federally assisted programs or activities. Anthony Holland, City Secretary/ Civil Rights Officer has been designated to coordinate compliance with the nondiscrimination requirements contained in the Department of Housing and Urban Development's (HUD) regulations implementing Section 504 (24 CFR Part 8).

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## **Notice 3: Citizen Participation & Grievance Procedures Notice City of Johnson City**

The City of Johnson City has adopted complaint and grievance procedures regarding its Texas Community Development Block Grant Programs (TxCDBG). Citizens may obtain a copy of these written procedures at P.O. Box 369, Johnson City, TX 78636-00369 between the hours of 9:00 a.m. and 4:00 p.m. Monday through Friday. Citizens may also request the procedures be mailed to them by calling Anthony Holland, City Secretary/ Civil Rights Officer, at 830/868-7111. These procedures outline the steps for a citizen to follow if s/he wishes to file a complaint or grievance about TxCDBG activities.

A person who has a complaint or grievance about any services or activities with respect to the TxCDBG project, may during regular business hours submit such complaint or grievance, in writing to the Office of the Mayor, at P.O. Box 369, Johnson City, TX 78636-00369 or may call 830/868-7111. The City of Johnson City will make every effort to respond fully to such complaints within fifteen (15) working days where practicable.

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**Notice 4: Equal Employment Opportunity Statement  
City of Johnson City**

The City of Johnson City does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, or national origin.

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**Notice 5: Section 3 Plan  
City of Johnson City**

In accordance with 12 U.S.C. 1701u the City of Johnson City agrees to implement the following steps, which, to the greatest extent feasible, will provide job training, employment and contracting opportunities for Section 3 residents and Section 3 businesses of the areas in which the program/project is being carried out.

- A. Introduce and pass a resolution adopting this plan as a policy to strive to attain goals for compliance to Section 3 regulations by increasing opportunities for employment and contracting for Section 3 residents and businesses.
- B. Assign duties related to implementation of this plan to the designated Civil Rights Officer.
- C. Notify Section 3 residents and business concerns of potential new employment and contracting opportunities as they are triggered by TxCDBG grant awards through the use of: Public Hearings and related advertisements; public notices; bidding advertisements and bid documents; notification to local business organizations such as the Chamber(s) of Commerce or the Urban League; local advertising media including public signage; project area committees and citizen advisory boards; local HUD offices; regional planning agencies; and all other appropriate referral sources. Include Section 3 clauses in all covered solicitations and contracts.
- D. Maintain a list of those businesses that have identified themselves as Section 3 businesses for utilization in TxCDBG funded procurements, notify those businesses of pending contractual opportunities, and make this list available for general Grant Recipient procurement needs.
- E. Maintain a list of those persons who have identified themselves as Section 3 residents and contact those persons when hiring/training opportunities are available through either the Grant Recipient or contractors.
- F. Require that all Prime contractors and subcontractors with contracts over \$100,000 commit to this plan as part of their contract work. Monitor the contractors' performance with respect to meeting Section 3 requirements and require that they submit reports as may be required by HUD or TDA to the Grant Recipient.
- G. Submit reports as required by HUD or TDA regarding contracting with Section 3 businesses and/or employment as they occur; and submit reports within 20 days of the federal fiscal year end (by October 20) which identify and quantify Section 3 businesses and employees.
- H. Maintain records, including copies of correspondence, memoranda, etc., which document all actions taken to comply with Section 3 regulations.

As officers and representatives of City of Johnson City, the City fully agrees to this plan, and become a party to the full implementation of this program.