NOTICES ON NON-DISCRIMINATION

Statement from Leadership

Creating a culture of equity and inclusion is a priority for the City of Fort Collins. Our community is made better by the multitude of perspectives, skills and backgrounds that create it. While the City is required to comply with certain laws around access, civil rights and non-discrimination, that is not the only reason we do this work. The City’s mission is to provide exceptional service for an exceptional community. To achieve this, we must identify and address barriers to inclusion and commit to eliminating disparities.

The City’s Strategic Plan is built with access in mind and calls it out specifically in two objectives:

1. **Neighborhood Livability and Social Health**
   1.4 Co-create a more inclusive and equitable community that promotes unity and honors diversity.

2. **High Performing Government**
   7.3 Broaden methods of community engagement with additional consideration to diverse backgrounds, languages and needs.

Every member of our community should have access to the City services, resources and programs they help make possible. We believe that we are better together, and that community belongs to all of us.

Darin Atteberry
City of Fort Collins City Manager

LANGUAGE RESOURCES

Interpretation and Translation

The City provides language access services at no charge to persons who have limited ability to read, write or speak English and wish to use services, programs or activities offered by the City. These services include:

- An interpretation and translation service that offers telephonic services in over 200 languages. It usually takes less than 10 seconds to connect to an interpreter. You do not need to know English to call or to identify your language.
- Interpretation at public meetings.
- Translation of documents or portions of documents.

Request Language Assistance

For assistance with language access, contact the City’s Title VI Coordinator at 970-416-4254 or send an email with your request to: titlesix@fcgov.com or call any City staff member and say your language to be connected to an interpreter.

Learn more about resources and programs in Spanish at fkgov.com/myfoco/spanish.

Auxiliary aids and services are available for persons with disabilities. V/TDD 711.
Esta información puede ser traducida, sin costo para usted.
**AMERICANS WITH DISABILITIES ACT (ADA)**

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA") and Section 504 of the Rehabilitation Act of 1973, the City will not discriminate against qualified individuals with disabilities on the basis of disability or handicap in the administration of its services, programs, or activities.

The City, upon request, will provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the City's programs, services, and activities, including:

- Qualified sign language interpreters
- Documents in Braille
- Other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

The City will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all its programs, services, and activities. For example, disabled individuals with service animals are permitted in City offices, even where pets are generally prohibited.

**ADA nor Section 504 of the Rehabilitation Act of 1973 require the City to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.**

**Request Assistance**
For assistance with ADA resources please contact the City's ADA Coordinator at 970-416-4254 or send a request via email at adacoordinator@fcgov.com.

**Filing a Complaint**
Complaints should be documented in writing on an ADA Complaint Form. The complaint form is available in English and Spanish.

ADA Complaint Form: [bit.ly/ADA-Complaint-Form](bit.ly/ADA-Complaint-Form)

If you need assistance filing a complaint, including sign language assistance, documents in Braille or other ways of making information and communication accessible, please contact the City's ADA Coordinator at 970-310-7015 or via email at adacoordinator@fcgov.com. Complaints must be submitted within 180 days following the date of the alleged discriminatory act or decision. V/TDD: Dial 711 for Relay Colorado.

**For information about filing a complaint that a non-City entity has discriminated based on disability, please visit the Colorado Civil Rights Division website.**

Complaint forms are available in English and Spanish. Both can be found at [fcgov.com/legal/non-discrimination](fcgov.com/legal/non-discrimination).

**What Happens with the Complaint?**
The submitted form goes directly to the City’s ADA Coordinator, and a copy is sent to the email address provided on the complaint form, along with detailed information about how the complaint will be processed and what to expect. You can also read more about the complaint process here: [fcgov.com/legal/non-discrimination](fcgov.com/legal/non-discrimination).