

# City of Madison

## Discrimination Complaint Procedure (Title VI Non-Discrimination Policy)

1. Any person who believes that he or she, individually, as a member of any specific class, or in connection with any disadvantaged business enterprise, has been subjected to discrimination prohibited by Title VI of the Civil Rights Act of 1964, the American with Disabilities Act of 1990, Section 504 of the Vocational Rehabilitation Act of 1973 and the Civil Rights Restoration Act of 1987, as amended, may file a complaint with the City of Madison, Georgia. A complaint may also be filed by a representative on behalf of such a person. All complaints will be referred to the city's Title VI Specialist for review and action.

2. In order to have the complaint consideration under this procedure, the complainant must file the complaint no later than 180 days after:

- a) The date of alleged act of discrimination; or
- b) Where there has been a continuing course of conduct, the date on which that conduct was discontinued.

In either case, the recipient or his/her designee may extend the time for filing or waive the time limit in the interest of justice, specifying in writing the reason for so doing.

3. Complaints shall be in writing and shall be signed by the complainant and/or the complainant's representative. Complaints shall set forth as fully as possible the facts and circumstances surrounding the claimed discrimination. In the event that a person makes a verbal complaint of discrimination to an officer or employee of the recipient, the person shall be interviewed by the Title VI Specialist. If necessary, the Title VI Specialist will assist the person in reducing the complaint to writing and submit the written version of the complaint to the person for signature. The complaint shall then be handled according to the recipient's investigative procedures.

***A Discrimination Complaint Form is available upon request at City Hall or on-line [here](#).***

4. Within 10 days, the Title VI Specialist will acknowledge receipt of the allegation, inform the complainant of action taken or proposed action to process the allegation, and advise the complainant of other avenues of redress available, such state and/or federal funding agency(ies).

5. The recipient will advise the appropriate state and/or federal agency(ies) within 10 days of receipt of the allegations. Generally, the following information will be included in every notification to said agency(ies):

- a) Name, address, and phone number of the complainant.
- b) Name(s) and address (es) of alleged discriminating official(s).
- c) Basis of complaint (i.e., race, color, national origin or sex)
- d) Date of alleged discriminatory act(s).
- e) Date of complaint received by the recipient.

*(list continued on page 2)*

- f) A statement of the complaint.
- g) Other agencies (local, state, or federal) where the complaint has been filed.
- h) An explanation of the actions the recipient has taken or proposed to resolve the issue raised in the complaint.

6. Within 60 days, the Title VI Specialist will conduct an investigation of the allegation and based on the information obtained, will render a recommendation for action in a report of findings to the City of Madison City Manager. The complaint should be resolved by informal means whenever possible. Such informal attempts and their results will be summarized in the report of findings.

7. Within 90 days of receipt of the complaint, the City Manager will notify the complainant in writing of the final decision reached, including the proposed disposition of the matter. The notification will advise the complainant of his/her appeal rights with appropriate state and/or federal agency(ies), if they are dissatisfied with the final decision rendered by the City of Madison. The Title VI Specialist will also provide such state and/or federal agency(ies) with a copy of this decision and summary of findings upon completion of the investigation.

8. List of state and/or federal agency(ies), amended as necessary:

GDOT Title VI  
Georgia Department of Transportation  
Office of Equal Opportunity, Title VI/ Program  
600 West Peachtree Street, N.W. 7th Floor  
Atlanta, GA 30308  
(404) 631-1497