

City of Covington, TN NON-DISCRIMINATION POLICY

The City of Covington (or “the City”) does not exclude, deny benefits to, or otherwise discriminate against any persons on the grounds of race, color, or national origin, sex, disability and age in admission to, participation in, or receipt of services and benefits in any of its programs and activities, whether carried out by the City directly or through a contractor or any other subrecipient. The City also is prohibited from reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by any federal agency.

The City does not engage in discriminatory employment practices based on race, color, religion, sex, disability, age, or national origin, nor in actions to refuse or deny the full and equal enjoyment of goods, facilities and accommodations available to the public, based on age, color, national origin, race, religion or sex. This statement is in accordance with the provisions of the Tennessee Human Rights Act, the Tennessee Disability Act, Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title I and Title II of the Americans with Disabilities Act of 1990 (ADA), as amended by the ADA Amendments Act of 2008, and implementing regulations for the U.S. Department of Health and Human Services at 45 CFR 80, 84, 86 and 91, the U.S. Department of Agriculture at 7 CFR 15 and the U.S. Department of Justice at 28 CFR 35. (Other Federal Laws and Regulations provide similar protection against discrimination on grounds of sex and religious creed.)

Should you have questions concerning this policy or in the event of a desire to file a complaint with the City alleging violation of the above, please contact:

Cody Bumpus, City of Covington Human Resources Director
200 West Washington Ave., Covington, TN 38019
(901)-475-7170

You may also file a complaint with the Tennessee Human Rights Commission:

312 Rosa L. Parks Avenue, Suite #23; Nashville, TN 37243; (800) 251-3589

The public also has a right to file a complaint directly with the appropriate federal agency:

- **U.S. Department of Agriculture (USDA), Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410; or call (866) 632-9992, fax to (202) 690-7442 or email to program.intake@usda.gov. Federal Relay Service at (800) 877-8339; or Spanish Relay Service (Servicio Federal de Retransmisión) at (800) 845-6136**

- **U.S. Health and Human Services (HHS), HHS Director, Office for Civil Rights, Room 515-F, 200 Independence Avenue, S.W., Washington, D.C. 20201; or call (202) 619-0403 (voice) or (800) 537-7697 (TTY)**

- **United States Department of Justice (USDOJ), Civil Rights Division, Office of the Assistant Attorney General; 950 Pennsylvania Avenue, N.W., Washington, D.C. 20531; or call (202) 514-4609 (voice), (202) 514-0711 (TDD), (202) 307-2839 (fax)**