



NONDISCRIMINATION POLICY

WHEREAS it is the policy of the Town of Nags Head to ensure that no person shall, on the ground of race, color, national origin, limited English Proficiency, familial status, income-level, sex, sexual orientation, gender identity, age, or disability, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any Town of Nags Head program or activity, including, where applicable, religion, as provided by Titles VI and VII of the Civil Rights Act of 1964 and other pertinent nondiscrimination authorities; and

WHEREAS the Town of Nags Head agrees to follow all federal statutes and regulations prohibiting discrimination, without limitation; and

WHEREAS the following practices are hereby prohibited throughout the Town of Nags Head to comply, at a minimum, with Titles VI and VII of the Civil Rights Act of 1964, and other pertinent nondiscrimination authorities, which prohibit discrimination and related requirements:

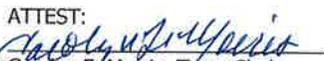
- Denying to an individual any standard service, financial aid, or other program benefit without good cause;
- Providing any service, financial aid, or other benefit to a person which is distinct in quantity or quality, or is provided in a different manner, from that provided to others under the program;
- Subjecting a person to segregation or separate treatment in any part of a program;
- Restrictions in the enjoyment of any advantages, privileges, or other benefits enjoyed by others;
- Selecting a site or location of facilities with the purpose or effect of excluding persons from, denying them the benefits of, subjecting them to discrimination, or with the purpose or effect of defeating or substantially impairing the accomplishment of the objectives of Title VI or related acts and regulations;
- Methods of administration which, directly or through contractual relationships, would defeat or substantially impair the accomplishment of effective nondiscrimination;
- Different standards, criteria, or other requirements for admission, enrollment, or participation in planning, advisory, contractual or other integral activities;
- Acts of intimidation or retaliation, including threatening, coercing, or discrimination against any individual for the purpose of interfering with any right or privilege secured by any pertinent nondiscrimination law, or because s/he has made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing;
- Discrimination in any employment resulting from a program, a primary objective of which is to provide employment.
- Any business or individual contracted to conduct business with the Town of Nags Head is obliged to abide by Title VI and Title VII of the Civil Rights Act.

If you believe you have been discriminated against in a Town of Nags Head service or program, please call the Town Manager's office at 252-449-2021. If you believe you have been discriminated against in applying for a job with the Town, please call the Human Resources Department at 252-449-2007.

BE IT RESOLVED that the governing board of the Town of Nags Head, NC hereby adopts and enacts the following Nondiscrimination Policy, which shall apply to any operation, program or activity administered by the Town.

Adopted this the 7th day of September 2022.


Benjamin Caroon, Mayor
Town of Nags Head

ATTEST:

Carolyn F. Morris, Town Clerk

