

# City of Parkers Crossroads

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**The City of Parkers Crossroads ensures compliance with Title VI of the Civil Rights Act of 1964; 49 CFR, part 21; related statutes and regulations to the end that no person shall be excluded from participation in or be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance from the U.S. Department of Transportation on the grounds of race, color, sex, or national origin.**

**La ciudad de Parkers Crossroads asegura el cumplimiento del Título VI del Acto de Derechos Civiles de 1964; 49 CFR, Parte 21, relacionados estatutos y normas para asegurar que ninguna persona sea excluida o discriminada, o que se le nieguen los beneficios de cualquier programa o actividad la cual reciba ayuda financiera federal del Departamento de Transporte de los Estados Unidos sin importar su raza, color, sexo, o origen nacional.**

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**Any person who believes he or she has been discriminated against should contact:**

**Cualquier persona quien crea que ha sido discriminada deberá comunicarse con el:**

**Tracey Fielder, Title VI Coordinator, City of Parkers Crossroads  
20945 Highway 22 North  
Parkers Crossroads, TN 38388  
(731) 968-1220  
AVAZA Language Services Corp (615) 534-3400**

Kenneth Kizer, Mayor  
Jamie Simonton, Vice Mayor  
John F. Simonton, Commissioner

## City of Parkers Crossroads

P. O. Box 159  
Parkers Crossroads, Tennessee 38388  
*Incorporated June 2, 1981*

Jack Hinson, City Attorney  
Steve McDaniel, City Manager,  
Recorder, Treasurer

### Title VI Assurance

The **City of Parkers Crossroads** assures that no person shall on the grounds of race, color, national origin, or sex, as provided by Title VI of the Civil Rights Act of 1964 and as amended, and the Civil Rights Restoration Act of 1987 (P.L. 100.259) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance from the Tennessee Department of Transportation (TDOT).

The **City of Parker Crossroads** further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs or activities are federally funded or not.

In the event the **City of Parkers Crossroads** distributes Federal Assistance to a consultant, contractor or subcontractor and other participants, the **City of Parkers Crossroads** will include Title VI language in all written agreements and will monitor the consultant, contractor or subcontractor and other participants for compliance. The **City of Parkers Crossroads** Title VI Coordinator is responsible for initiating and monitoring Title VI activities, preparing required reports and other responsibilities as required by 23 CFR 200 and 49 CFR 21.

As required by the contractual agreement, **City of Parkers Crossroads** will comply with the applicable laws and regulations relative to nondiscrimination in federally or state assisted programs of the Tennessee Department of Transportation (TDOT).

  
Administrative Head

Feb. 9, 2018  
Date

  
Title VI Coordinator

2/9/2018  
Date

Kenneth Kizer, Mayor  
Jamie Simonton, Vice Mayor  
Tony Hardee, Commissioner

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### CITY OF PARKERS CROSSROADS, TENNESSEE LIMITED ENGLISH PROFICIENCY (LEP) PROCEDURE

The City of Parkers Crossroads Does not discriminate against anyone with Limited English Proficiency (LEP), who participates in our programs and/or services. We have taken steps to ensure that all individuals will be able to communicate, either through written or oral language services, with all members of our staff. These steps are as follows:

1. Employees will have access to "I Speak" cards.
2. Once language proficiency is determined, employees will have Mayor Kenneth Kizer, (731) 968-1220 available to assist the individual in determining his/her need.
3. If the need is not urgent or life threatening, employees will defer to their supervisors what steps need to be taken. The steps are, but not limited to, the following:
  - a) If the need is for a document to be translated, the supervisor will have the document translated as soon as possible, without jeopardizing his/her duties as a supervisor.
  - b) If the need is for oral language interpretive services, the supervisor will take appropriate actions to provide the assistance as soon as possible through (Avaza Language Services Corp 615-534-3400) without jeopardizing his/her duties as a supervisor.
  - c) The supervisor has the obligation to the safety of his/her employees as well as to the people of the City of Parkers Crossroads to assist the needs of all persons. This includes not leaving his/her work place unless it is an emergency.

***Any person who thinks there has been discrimination against him/her because of LEP should contact Tracey Felder, Title VI Coordinator. 731-225-3043***

Kenneth Kizer, Mayor  
Jamie Simonton, Vice Mayor  
Tony Hardee, Commissioner

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## **Notice to Employees**

### **City of Parkers Crossroads Title VI Policy**

**It is the policy of the City of Parkers Crossroads that no citizen shall, on the grounds of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity of the City. Furthermore all physical facilities and physical areas of the City of Parkers Crossroads are available to every client without regard to race, color, or national origin. All employees of the City of Parkers Crossroads are expected to consider, respect and observe this policy in their daily work and duties.**

**Also, all employees shall use courtesy titles (Mr., Mrs., Ms., Miss, ma'am, sir, etc.) to address clients, without regard to race, color or national origin in both oral and written communications.**

**If a citizen approaches you with a question or complaint, direct him or her to the Mayor or City Recorder/Title VI Coordinator, at City Hall.**

**Remember, you are representing the City of Parkers Crossroads so put your best foot forward and always treat others as you want to be treated.**

**Thank you for all you do.**

**Tracey Fielder  
Title VI Coordinator**