



**Adopted by the Full
ARC on 4/17/12**

NONDISCRIMINATION IN PROGRAMS AND ACTIVITIES POLICY

The Alliance of Rouge Communities (ARC) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, age, disability and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or part of an individual's income is derived from any public assistance program.

This Policy establishes that the Executive Director will serve as the Civil Rights Administrator for the ARC. The Civil Rights Administrator will be responsible for ensuring that programs and activities of the ARC comply with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 (in educational programs and activities), Age Discrimination Act of 1975, as amended and Section 504 of the Rehabilitation Act of 1973, as amended.

No person shall be intimidated, threatened, coerced, or discriminated against because that person made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing involving any employment, conducted, or program or activity of the ARC. Any person that believes they have been intimidated, threatened, coerced, or discriminated against can appeal to the Civil Rights Administrator for the ARC.

To file a complaint alleging discrimination, write to ARC Civil Rights Administrator, c/o ECT, 719 Griswold St., Suite 820, Detroit, MI 48226.