



## HARRIS COUNTY CIVIL RIGHTS NOTICE TO THE PUBLIC

In accordance with the requirements under Title VI of the Civil Rights Act of 1964 and related statutes and regulations, no person in the United States shall, on the grounds of race, color, national origin, or Limited English Proficiency (LEP) be excluded from participation in, be denied the benefit of, or be otherwise subjected to discrimination under any program or activity receiving federal financial assistance.

Harris County (County) is committed to compliance with Title VI of the Civil Rights Act of 1964 and related statutes and regulations and assures that no person shall on the grounds of race, color, national origin, Limited English Proficiency (LEP), sex, sexual orientation, gender identity, religion, age, pregnancy, disability, genetic information, or any other protected class in accordance with applicable federal and state laws be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity under any County program, activity or service. Harris County further assures every effort will be made to ensure non-discrimination in all of its programs, activities and services, whether those programs, activities and services are federally funded or not.

**Federal Financial Assistance:** Federal financial assistance is defined as any federal dollars that are assigned to Harris County to support any program, activity or service by way of grant, loan or contract, other than a contract of insurance or guaranty.

**Civil Rights Officer:** The Civil Rights Officer is authorized to ensure compliance with the provisions of the County's policy of nondiscrimination and with federal and state laws. The Civil Rights Officer is responsible for initiating, monitoring, and ensuring the County's compliance with Title VI requirements.

**Complaint Procedures:** Harris County has established a discrimination complaint procedure and will take prompt and reasonable action to investigate and eliminate discrimination when found. Any person who believes that they have been subjected to discrimination in any County program, service or activity may file a complaint with the County's Civil Rights Officer. Complaints of discrimination based on disability will be addressed under the [Harris County's Title II, Americans with Disabilities Act complaint process](#).

**How to File a Complaint:** All complaints should be submitted by the grievant or his/her designee as soon as possible but no later than 180 calendar days after the alleged discrimination to the **Civil Rights Officer; Harris County, Human Resources & Talent Department; 1111 Fannin, 6th Floor; Houston, Texas 77002, telephone (713) 274-5404**, or send an email to: [HRTCompliance@hctx.net](mailto:HRTCompliance@hctx.net).

**Retaliation:** Retaliation is prohibited under Title VI of the Civil Rights Act of 1964 and related federal and state nondiscrimination authorities. It is the policy of the County that persons filing a grievance of discrimination should have the right to do so without interference, intimidation, coercion or fear of reprisal. Anyone who feels they have been subjected to retaliation should report such incident to the County's Civil Rights Officer.

\*Harris County employees that would like to file a grievance or a complaint of discrimination or harassment in the workplace must follow different procedures. For information on these procedures, please contact the Harris County, Human Resources & Talent Department at (713) 274-5404.