

# **VILLAGE OF SHERMAN, NY**

## **CIVIL RIGHTS, EQUAL EMPLOYMENT OPPORTUNITY AND SECTION 3 POLICY**

The Village of Sherman created and adopted this Civil Rights Policy to conform to standards set forth by NYS Homes and Community Renewal, which oversees administration of the federal CDBG program.

This policy will be in compliance with the following statutes, regulations and Executive Orders:

- Title IV of the Civil Rights Act of 1964 (42 USC 2000d et seq. 24 CFR Part 1)
- The National Affordable Housing Act of 1990 (42 USC 12832)
- The Rehabilitation Act of 1973, Section 504, as amended (29 USC 794)
- 24 CFR Part 8
- The Age Discrimination Act of 1975 (42 USC 6101 et seq.)
- Executive Order 11246, as amended by Executive Order 11375
- Title VIII of the Civil Rights Act of 1968 (42 USC 3601 et seq.), as amended by the Fair Housing Amendments Act of 1968 [the Fair Housing Act]
- Executive Order 11063, as amended by Executive Order 12259
- Section 3 of the Housing and Community Development Act of 1968, as amended (24 CFR Part 135)
- Executive Orders 12138, 11625, 12432, as amended
- 24 CFR Part 85

In accordance with the above statutes, regulations and Executive Orders, the Village of Sherman will adhere to the following policy in the implementation of its CDBG funded programs:

The Village of Sherman will not exclude participation from, deny program benefits to, or discriminate in awarding program funds to any person based on race, color, national origin, religion, sex, age, sexual orientation, or disability. Furthermore, the Village will take affirmative steps to accommodate the varying needs of disabled/handicapped individuals in order to afford equal access to any CDBG funded program.

With respect to employment opportunities, the Village of Sherman will promote equal opportunity to the above groups as well as Minority and Woman Owned Business Enterprises in the procurement of goods and services required to implement a CDBG program. Furthermore, to the greatest extent feasible, the Village will promote the procurement of services to firms owned or that employ substantial numbers of low- and moderate-income persons, as well as firms that are located in the Village's local service area.

With respect to fair housing practices, the Village will take necessary actions to promote fair housing and prevent housing discrimination in the implementation of the Village's housing program.