THE CITY OF WEST POINT

580 COMMERCE STREET • P.O. BOX 1117
WEST POINT, MISSISSIPPI 39773

MAYOR
RODRICK M. BOBO

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October 3, 2025

Amended City of West Point, Mississippi Nondiscrimination Policy & Grievance Procedure

Regulatory References: 40 C.F.R. Parts 5 & 7; 28 C.F.R. Part 35; 24 C.F.R. Part 1; and other applicable federal civil-rights regulations

Effective Date: October 3, 2025

Approved By: The Board of Mayor and Selectmen

Contact: Deloris Doss, Civil Rights / Nondiscrimination Coordinator

Email: ddoss@wpnet.org Phone: (662) 494-2573

Address: P.O. Box 1117/580 Commerce Street West Point, MS 39773

1. Purpose

This policy affirms the commitment of the City of West Point Mississippi to operate all programs, services, and activities in compliance with applicable federal civil-rights laws and implementing regulations. These include, but are not limited to:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq.)
- Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794)
- Title II of the Americans with Disabilities Act of 1990 (42 U.S.C. § 12131 et seq.)
- Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.)
- Age Discrimination Act of 1975 (42 U.S.C. § 6101 et seq.)
- 40 C.F.R. Parts 5 and 7 (EPA regulations)

2. Policy Statement

The City of West Point, Mississippi prohibits discrimination on the basis of race, color, national origin, sex, age, or disability in any program or activity receiving federal financial assistance. All persons shall have equal access to participation in, and benefits from, City programs, services, and facilities.

3. Scope

This policy applies to all departments, programs, services, and activities conducted or funded by the City, including subrecipients, contractors, and consultants. It specifically applies to all programs receiving funding from the U.S. Environmental Protection Agency (EPA), Department of Housing and Urban Development (HUD), Department of Transportation (DOT), Department of Justice (DOJ), and other federal agencies.

4. Civil Rights / Nondiscrimination Coordinator

The City designates the following official to coordinate compliance with federal civil-rights laws and investigate complaints:

Name: Delores Doss
Title: City Clerk, HR Director
Email: ddoss@wpnet.org
Phone: (662) 494-2573
Address: P.O. Box 1117/580 Commerce Street
West Point, MS 39773

5. Filing a Complaint

Any person who believes they have been subjected to discrimination in a City program or activity may file a complaint with the Civil Rights / Nondiscrimination Coordinator. Complaints must include:

- Name, address, and contact information of the complainant
- Description of the alleged discriminatory act(s)
- Date(s) of the alleged discrimination
- Names of individuals or programs involved
- The relief or corrective action sought

Complaints should be submitted in writing within 180 days of the alleged discriminatory act. Extensions may be granted for good cause.

6. Investigation and Resolution

The Coordinator will acknowledge receipt of a complaint within 10 business days and initiate a prompt, impartial investigation. The investigation will be completed within approximately 60 days, after which a written determination will be issued. If discrimination is found, appropriate corrective action will be taken immediately. Either party may appeal the decision within 30 days to the City Clerk.

7. External Filing Options

Complainants may also file complaints directly with the relevant federal agency, such as:

- U.S. Environmental Protection Agency, External Civil Rights Compliance Office (ECRCO), ECRCO@epa.gov, 1200 Pennsylvania Ave NW, Mail Code 2310A, Washington, DC 20460
- U.S. Department of Justice, Civil Rights Division, 950 Pennsylvania Ave NW, Washington, DC 20530
- U.S. Department of Transportation, Departmental Office of Civil Rights, 1200 New Jersey Ave SE, Washington, DC 20590
- U.S. Department of Housing and Urban Development, Office of Fair Housing and Equal Opportunity, 451 7th St SW, Washington, DC 20410

8. Public Notice

This policy and the Coordinator's contact information shall be posted on the City's website, in public buildings, and in materials describing federally funded programs.

9. Recordkeeping

The City shall maintain records of all discrimination complaints, investigations, and resolutions for a minimum of three (3) years and shall make such records available to federal agencies upon request.

Rodrick M. Bobo
Mayor

Acknowledgment

I acknowledge that I have received, read, and understood the City of West Point, Mississippi Nondiscrimination Policy and Grievance Procedure.

Name: _____

Title: _____

Date: _____