



NOTICE TO THE PUBLIC: YOUR RIGHTS UNDER TITLE VI OF THE CIVIL RIGHTS ACT

The Crow Wing County Highway Department is committed to ensuring that no person is excluded from participation in, denied the benefits of, or otherwise subjected to discrimination on the basis of race, color, national origin, sex, age, disability, or income status in any and all programs, activities, or services administered by the department in accordance with Title VI of the Civil Rights Act of 1964 and related nondiscrimination authorities. Additionally, Crow Wing County is committed to ensuring that its programs incorporate access for people with limited English proficiency.

Any person who believes that they, individually, or as a member of any specific class of persons, have been subjected to discrimination on the basis of race, color, national origin, sex, age, disability, or income status may file a discrimination complaint with Crow Wing County using the complaint form located on Crow Wing County Highway Department website. The complaint form and procedures are also available in hard copy, Spanish, Somali, Hmong, and additional languages upon request. Crow Wing County's Highway Department website is <https://www.crowwing.us/113/Highway>

Alternatively, a complaint may be directly filed with the Federal Highway Administration by mailing a complaint to the Minnesota Division Office, 380 Jackson Street, Suite 500, St. Paul, MN, 55101. Telephone: 651-291-6100.

If you need information translated into another language, or require information in an alternative format, please contact Amy Fischer, Human Resources Manager, 326 Laurel Street, Brainerd, MN Amy.Fischer@crowwing.gov or Darcy Dwyer, Public Information Officer Darcy.Dwyer@crowwing.gov.

For more information about Crow Wing County's Title VI Program, please reference the *Crow Wing Title VI and Nondiscrimination Implementation Plan* located on Crow Wing County Highway Department website linked above.

Timothy Bray
County Engineer
Crow Wing County – Highway Department

Date:

2/2/2024