

Human Services and Public Health Comprehensive Civil Rights Plan

Civil Rights Contact

Brian Morrissey

Office: 612-348-4766 (voice) or 7-1-1 (MN Relay Service)

Brian.Morrissey@hennepin.us

Americans with Disabilities Act Coordinator/Contact

Tracey Lor

Office: 612-543-4015 or 7-1-1 (MN Relay Service)

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Limited English Proficiency Contact

Jillian Kyles

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Print copies of this Comprehensive Civil Rights Plan are posted for review at all Hennepin County service center locations (see page 12 below for list of service center locations). An electronic copy of this Comprehensive Civil Rights Plan is available on Hennepin County's public website at www.hennepin.us, as well as the Hennepin County Human Services and Public Health intranet (SharePoint) page, which is available to all county staff.

For accessible formats of this publication or assistance with equal access to human services, contact Hennepin County's Americans with Disabilities Act coordinator, Caron Battle, at Caron.Battle@hennepin.us, 612-348-7741 (voice), 612-348-5467 (TTY), or 7-1-1- (MN Relay Service).

Hennepin County Human Services and Public Health
300 South Sixth Street, Minneapolis, MN 55487
612-348-4111 (voice) or 7-1-1 (MN Relay Service)
612-348-8228
hennepin.us



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Purpose Statement

As a recipient of federal financial assistance, Hennepin County Human Services and Public Health (HSPH) is responsible for providing core services to assist and support Minnesota's most vulnerable individuals and families so they can meet their basic needs and be treated with respect and dignity. HSPH has a comprehensive civil rights plan to ensure that all eligible individuals receive equal access to program services and information. HSPH's programs are operated in a nondiscriminatory way, without regard to race, color, national origin, age, disability, sex, sexual orientation, religion, political beliefs, creed, and public assistance status. In medical programs, sex includes sex stereotypes and gender identity under any health program or activity receiving federal funds. The civil rights plan also serves as a source of information for HSPH staff and the public. The plan sets out HSPH's civil rights administrative policies and procedures, identifying key contacts within the agency and linking the reader to applicable state and federal civil rights laws and resources.

Equal Opportunity Policy

It is the policy of the Hennepin County Human Services and Public Health (HSPH) to make sure that program benefits and services are available to everyone and provided to all eligible individuals without discrimination, in compliance with civil rights laws.

HSPH employees, services, programs, benefits, and policies will not discriminate against applicants, clients, or members of the public because of race, color, national origin, sex, sexual orientation, age, creed, religion, political beliefs, disability, or public assistance status. "Sex" includes sex stereotypes and gender identity under any medical or health program receiving federal financial assistance, such as Medical Assistance, CHIP programs, health clinics, insurance companies and state health exchanges.

This policy covers HSPH's full range of services, programs, and benefits, including, but not limited to, access to information about services, eligibility determinations and intake, admission procedures and treatment. This policy applies to the agencies and providers receiving federal and state funds under contracts, licenses, and other arrangements with HSPH. The Minnesota Human Rights Act also applies to the work of HSPH and those agencies carrying out the work of HSPH.

Program Accessibility Policy for People with Disabilities

The Hennepin County Human Services and Public Health (HSPH) and all its services, programs, and benefits, are accessible to and usable by people with disabilities, including people with hearing loss, low vision, and other sensory disabilities. To avoid disability discrimination, HSPH will:

- Notify the public about the rights and protections for people with disabilities under the Americans with Disabilities Act (ADA).
- Designate an ADA Coordinator and maintain a complaint procedure.
- Make sure that its buildings are physically accessible for people with disabilities.
- Assist individuals with disabilities to apply and qualify for benefits based on their eligibility.
- Provide approximate auxiliary aids and services, including accessible formats, to ensure effective communication with people with disabilities.
- Provide services, programs and benefits that are accessible to and usable by qualified people with disabilities.

Physical access includes:

- Convenient off-street parking designated specifically for people with disabilities.
- Curb cuts and ramps between parking areas and HSPH buildings.
- Level access into the first floor of HSPH buildings with elevator access to all other floors.

Reasonable Modifications to Policies, Procedures, or Practices

HSPH will make reasonable modifications to its policies, procedures, or practices when necessary to avoid discrimination based on disability, unless HSPH can demonstrate that making the modifications would fundamentally alter the nature of services, programs or benefits.

Effective Communication and Auxiliary Aids and Services

- HSPH will take appropriate steps to ensure that communications with people with disabilities and companions with disabilities are as effective as communications with others. To ensure effective communications, HSPH will provide appropriate auxiliary aids and services, including accessible formats, so that people with disabilities can receive services, programs and benefits and participate in them in the same way as people without disabilities. Auxiliary aids and services include qualified readers, writers and interpreters who convey information effectively, accurately, and impartially using any necessary specialized vocabulary.
- To determine what types of auxiliary aids or services are necessary, HSPH will give primary consideration to the requests of people with disabilities. HSPH will honor the choice of the person requesting the auxiliary aid or service unless it would fundamentally alter the nature of the service, program or benefit or cause an undue administrative or financial burden. If this happens, HSPH will find another equally effective auxiliary aid or service.

Limited English Proficiency Plan

Hennepin County has a Limited English Proficiency Plan (updated 2020), which is included as a separate Attachment to this Comprehensive Civil Rights Plan.

<https://www.hennepin.us/-/media/hennepinus/residents/human-services/docs/limited-english-proficiency-plan-2020.doc>

Civil rights complaint resolution procedure

You have the right to equal access to services, if you are an applicant, client or member of the public trying to gain access to human services program information or benefits. Hennepin County Human Services and Public Health (HSPH) has a civil rights complaint procedure that provides prompt and thorough resolution of civil rights complaints.

A civil rights complaint should allege discrimination of some kind. You have a right to file a civil rights complaint if you believe you have been discriminated against because of your race, color, national origin, sex, sexual orientation, age, creed, religion, political beliefs, disability, or public assistance status. Sex includes sex stereotypes and gender identity discrimination that occurs in medical or health programs and clinics receiving federal financial assistance, such as Medical Assistance, MNCare, CHIP programs and insurance companies and state health insurance exchanges.

It is against the law for anyone who works for HSPH to retaliate against a person who files a complaint or who cooperates in the investigation of a civil rights complaint. The law and regulations prohibiting discrimination can be viewed at the office of the Civil Rights Contact.

To file a complaint, ask for HSPH's Civil Rights Complaint Packet, which consists of the following:

- Civil Rights Complaint Packet Cover Letter (Attachment B to this Plan)
- Equal Opportunity Policy (included above)
- Program Accessibility Policy for People with Disabilities (included above)
- Civil Rights Complaint Resolution Procedure (included below)
- Civil Rights Complaint Form (Attachment C to this Plan)

You may ask any HSPH employee for a copy of HSPH's Civil Rights Complaint Packet, or you may contact the Civil Rights Contact for a copy of the Packet.

Contact the Civil Rights Contact below to file a complaint.

HSPH Civil Rights Contact
Brian Morrissey
300 South Sixth Street MC 971
Minneapolis, MN 55487-0233
612-348-4766 (voice) or 7-1-1 (MN Relay Service)
Brian.Morrissey@hennepin.us (Email)

Civil Rights Complaint Procedure:

1. Civil rights complaints **must** be submitted to the Civil Rights Contact within 180 days of the date the alleged discrimination occurred.

2. A complaint must be in writing. You may use the Civil Rights Complaint Form, although it is not required. Your complaint must contain your name and address. Other contact information is also helpful, like a telephone number, relay number and email address. The written complaint must state the alleged problem or action and what you would like to see happen. Other details, like the date, time, and place that the alleged problem or action occurred are also helpful. Sign and date the complaint. If you need assistance with your complaint, the Civil Rights Contact will help you.
3. HSPH will investigate the complaint. The investigation may be informal, but it will be thorough and timely. People who have an interest in the complaint will have an opportunity to submit relevant evidence about the complaint. HSPH will issue a written decision on the complaint within one-hundred twenty (120) days after its filing. Investigations regarding most complaints will be completed within sixty (60) days of their filing. HSPH will maintain the complaint records and files for three years. Complaints about program rules are not civil rights complaints and will be resolved through a different complaint process.
4. If you are not satisfied with the decision, you may ask the Human Services Director to review it. You must ask for this review within fifteen (15) days of receiving the decision. To ask the Human Services Director to review a decision, you must submit your request, in writing, to the Civil Rights Contact, including the reasons you disagree with the decision. The Civil Rights Contact will then forward your written submission and all necessary information to the Human Services Director. The Human Services Director will issue a written decision within thirty (30) days of the date the Civil Rights Contact receives your written request for review. If you are not satisfied with the decision of the Human Services Director, you may ask the County Administrator to review it. You must ask for this review within fifteen (15) days of receiving the decision of the Human Services Director. To ask the County Administrator to review a decision, you must submit your request, in writing, to the Civil Rights Contact, including the reasons you disagree with the decision. The Civil Rights Contact will then forward your written submission and all necessary information to the County Administrator. The County Administrator will issue a written decision within thirty (30) days of the date the Civil Rights Contact receives your written request for review. The decision of the County Administrator is final. This appeal process is not the same as filing a fair hearings appeal with the DHS Appeals and Regulations Division.
5. HSPH will notify the Civil Rights Coordinator at the Minnesota Department of Human Services within 90 days of all civil rights complaints filed against it.
6. You can also file a discrimination complaint directly with the U.S. Department of Health and Human Services' Office for Civil Rights or the U.S. Department of Agriculture (USDA) for the Supplemental Nutrition Assistance Program (SNAP).

The U.S. Department of Health and Human Services' Office for Civil Rights prohibits discrimination in its programs because of race, color, national origin, age, disability, sex and religion. Sex includes sex stereotypes and gender identity discrimination that occurs in

medical or health programs and clinics receiving federal financial assistance; these are programs, such as Medicaid, CHIP programs and insurance companies and state health insurance exchanges under Title I of the Affordable Care Act. Contact the federal agency directly:

U.S. Department of Health and Human Services
Office for Civil Rights Region V
233 N. Michigan Avenue Suite 240
Chicago, IL 60601
312-886-2359 (voice) or 800-537-7697 (TTY)
800-368-1019 (toll free)

In accordance with Federal civil rights law and USDA civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, religious creed, disability, age, political beliefs, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.

Persons with disabilities who required alternative means of communication for program information (e.g., Braille, large print, audiotope, American Sign Language, etc.), should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at: http://www.ascr.usda.gov/complaint_filing_cust.html and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992.

Submit your completed form or letter to USDA by:

- 1) mail: U.S. Department of Agriculture
Director, Center for Civil Rights Enforcement
1400 Independence Avenue, SW
Washington, D.C. 20250-9410;
- 2) fax: (202) 690-7442; or
- 3) email: program.intake@usda.gov

7. You may file a complaint directly with the Minnesota Department of Human Rights or the Minnesota Department of Human Services.

The Minnesota Department of Human Rights prohibits discrimination in public services programs because of race, color, creed, religion, national origin, disability, sex, sexual orientation, or public assistance status. Contact the Minnesota Department of Human Rights directly:

Minnesota Department of Human Rights
Freeman Building, 625 North Robert Street
St. Paul, MN 55155
651-539-1100 (voice) or 711 or 800-627-3529 (MN Relay)
800-657-3704 (toll free)

8. The Minnesota Department of Human Services prohibits discrimination in its programs because of race, color, national origin, creed, religion, sexual orientation, public assistance status, age, disability, or sex, including sex stereotypes and gender identity discrimination that occurs in health programs or activities receiving federal financial assistance, such as Medical Assistance, MNCare, CHIP programs and insurance companies and state health insurance exchanges. Contact the Equal Opportunity and Access Division directly only if you have a discrimination complaint:

Minnesota Department of Human Services
Equal Opportunity and Access Division
P.O. Box 64997
St. Paul, MN 55164-0997
651-431-3040 (voice) or use your preferred relay service

9. County agencies are not permitted to investigate civil rights complaints in the Supplemental Nutrition Assistance Program (SNAP) because counties directly administer SNAP benefits. County agencies must refer SNAP civil rights complaints to DHS or the USDA regional office in Chicago. The USDA regional address is:

Civil Rights Director
Midwest Regional Office
USDA/Food and Nutrition Service
77 W. Jackson Blvd., 20th Floor
Chicago, IL 60604-3591
(312) 353-6657 (voice) or use your preferred relay service

10. HSPH will make appropriate arrangements to ensure that people with disabilities are provided reasonable modifications or effective communications, if needed, to participate in the complaint process. Reasonable modifications or effective communications include, but are not limited to, providing interpreters for people who are deaf or hard-of-hearing; providing taped cassettes and accessible formats for people who are blind or have low vision; and assuring a physically accessible location for complaint proceedings. The Civil Rights Contact is responsible for working with people who file complaints to make appropriate arrangements.

Comprehensive Civil Rights Plan Administration

Print copies of this Hennepin County Human Services and Public Health (HSPH) Comprehensive Civil Rights Plan (Plan) are posted for review in the following locations, which are accessible to applicants, clients, member of the public, employees, volunteers, and contractors:

- HSPH Northwest Suburban Human Services Center Lobby 7051 Brooklyn Blvd Brooklyn Center 55429
- HSPH South Suburban Human Services Center Lobby VEAP Community Service Center 9600 Aldrich Avenue South Bloomington, MN 55420
- HSPH North Minneapolis Human Services Center Lobby 1001 Plymouth Ave North Minneapolis, MN 55411
- HSPH West Suburban Human Services Center Lobby 1011 First Street South, Suite 108 Hopkins, MN 55343
- HSPH South Minneapolis Human Services Center Lobby 2215 East Lake Street Minneapolis, MN 55407
- HSPH Central / Northeast Minneapolis Human Services Center Lobby 525 Portland Avenue South Minneapolis, MN 55415

An electronic copy of this Plan is available on Hennepin County's public website at www.hennepin.us as well as the Hennepin County Human Services and Public Health intranet (SharePoint) page, which is available to all County staff.

The Plan will be reviewed annually with all department staff via unit meetings and through a news article in the electronic employee newsletter.

The Americans with Disabilities Act Notice Document (Attachment E to this plan) is currently posted in all HSPH Human Service Center lobbies as well as in other department sites that serve the public. This will continue to be HSPH practice in the future.

Attachment A

Legal Authorities

Federal

1. Title VI of the Civil Rights Act of 1964 (race, color, national origin)
2. Section 504 of the Rehabilitation Act of 1973 (disability)
3. Section 508 Amendment of the Rehabilitation Act of 1973 (disability)
4. Title II of the Americans with Disabilities Act of 1990; State and local government services (disability)
5. Age Discrimination Act of 1975 (age)
6. Community Services Assurance Provisions of the Hill-Burton Act (health facilities receiving Hill- Burton Funds)
7. Section 1557 of the Patient Protection and Affordable Care Act (added sex discrimination in health care programs)
8. Nondiscrimination Provisions of the Omnibus Budget Reconciliation Act of 1981 (Federal Block Grants):
 - Community Services Block Grant (race, color, national origin, sex)
 - **Remaining block grants** (race, color, national origin, age, disability, sex, religion)
 - Social Services Block Grant
 - Maternal and Child Health Services Block Grant
 - Projects for Assistance in Transition from Homelessness Block Grant
 - Preventive Health and Health Services Block Grant
 - Community Mental Health Services Block Grant
 - Substance Abuse Prevention and Treatment Block Grant
9. Title IX of the Education Amendments of 1972 (sex)
10. Family Violence Prevention and Services Act (race, color, national origin, age, disability, sex, religion)
11. Food Stamp Act of 1977 [As Amended Through P.L. 108-269, 2004]
12. Nondiscrimination Compliance Requirements in the Food Stamp Program, Food and Nutrition Service, U.S. Department of Agriculture
13. Bilingual Requirements in the Food Stamp Program, Food and Nutrition Service, U.S. Department of Agriculture
14. FNS Instruction 113-1, Civil Rights Compliance and Enforcement – Nutrition Programs and Activities, Food and Nutrition Service, U.S. Department of Agriculture (2005)
15. Equal Opportunity for Religious Organizations in USDA Regulation

State

1. Minnesota Human Rights Act, Chapter 363A

Attachment B

Packet Cover Letter

You have the right to equal access to services, if you are an applicant, client or member of the public trying to gain access to human services program information or benefits. The Hennepin County Human Services and Public Health (HSPH) has a civil rights complaint procedure that provides prompt and thorough resolution of civil rights complaints.

Civil rights complaints allege discrimination. You have a right to file a civil rights complaint if you believe you have been discriminated against because of your race, color, national origin, sex, sexual orientation, age, creed, religion, political beliefs, disability, or public assistance status. Sex includes sex stereotypes and gender identity discrimination that occurs in medical or health programs and clinics receiving federal financial assistance, such as Medical Assistance, MNCare, CHIP programs and insurance companies and state health insurance exchanges.

It is against the law for anyone who works for HSPH to retaliate against a person who files a complaint or who cooperates in the investigation of a civil rights complaint.

The law and regulations prohibiting discrimination can be viewed at the office of the Civil Rights Contact.

You are receiving this packet of information upon your request, which packet consists of the following:

- HSPH Equal Opportunity Policy
- HSPH Program Accessibility Policy for People with Disabilities
- HSPH Civil Rights Complaint Resolution Procedure
- HSPH Civil Rights Complaint Form

If you wish to file a civil rights complaint, contact HSPH's Civil Rights Contact:

Brian Morrissey
300 South Sixth Street MC 971
Minneapolis, MN 55487-0233
612-348-4766 (voice) or 7-1-1 (MN Relay Service)
Brian.Morrissey@hennepin.us (Email)

Attachment C

Civil Rights Complaint Form: Policy Violation in Service Delivery

Client / Complainant Information

NAME		TELEPHONE NUMBER	
STREET ADDRESS	CITY	STATE	ZIP CODE

Information about agency and/or parties

AGENCY NAME and/or PERSON'S NAME		AGENCY TELEPHONE NUMBER	
STREET ADDRESS	CITY	STATE	ZIP CODE

Information about alleged discrimination (check as many as apply)

<input type="checkbox"/> Race	<input type="checkbox"/> National origin	<input type="checkbox"/> Color	<input type="checkbox"/> Sex	<input type="checkbox"/> Religion	<input type="checkbox"/> Political beliefs
<input type="checkbox"/> Disability	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Age	<input type="checkbox"/> Public assistance status	<input type="checkbox"/> Creed	

Details of alleged discrimination

<p>Explain what happened to you, including the following points:</p> <ul style="list-style-type: none">• Explain how you were treated differently from other people.• Explain why you believe you were treated differently• Give the date(s) of the incident(s).• If there were any witnesses, give their name(s) and explain what information they can provide. <p>If you need more space, write on the back of this page and/or attach additional pages.</p>	
SIGNATURE	DATE

Attachment D

Complaint Notification Form for Complaints Alleging Discrimination in Service Delivery

AUTHORITY: U.S. Department of Agriculture, Food and Nutrition Service Instruction 113-1.

REQUIREMENT: County human service agencies must notify the DHS Civil Rights Coordinator within 90 days of all service delivery discrimination complaints (i.e., civil rights complaints) filed against them.

ACTION REQUIRED: Use this form to notify DHS about service delivery discrimination complaints filed against HSPH and resolved at the county level. Complete this form and send it to the DHS Civil Rights Coordinator within 90 days of the date the complaint was filed.

1. Name, address, telephone number of complainant:

2. Name and address of county agency delivering the benefits, including names of any employees accused of wrongdoing:

3. Type of discrimination alleged:

4. Describe the alleged discrimination, including the dates it happened. Give names and contact information of any witnesses:

5. Give a summary of the investigation findings, including any corrective action ordered:

CONTACT INFORMATION:

Civil Rights Coordinator
Minnesota Department of Human Services
Equal Opportunity and Access Division
P.O. Box 64997
St. Paul, MN 55164-0997
651-431-3040 (voice) or use your preferred relay service
651-431-7444 (fax)
dhs.equalopportunity@state.mn.us

Attachment E

Americans with Disabilities Act (ADA)

Hennepin County obeys the Americans with Disabilities Act (ADA). The ADA forbids discrimination against people based on their disability.

County programs and services are for everyone, including anyone with a speech, sight, hearing, or other disability. The county is required to help people with disabilities take part in its programs and services.

If you need help because of a disability, tell a county staff person. If that person cannot help you, ask to talk to the staff person's supervisor.

More information on ADA

If you want to:

- See the ADA law or regulations
- Ask questions about your rights under the ADA
- Ask for a change in county policies or practices because of your disability
- Get more help with something that concerns your disability

Filing a grievance

The county has developed a procedure to resolve citizens' complaints, concerns, and other grievances for ADA-related issues. Proceed to the [Grievance Form](#).

Web accessibility

People regardless of disability should be able to easily interact with the county online.

We follow the Web Content Accessibility Guidelines 2.1 (WCAG). We must meet success criteria for level A and AA, and level AAA where possible and relevant.

We adhere to state and federal law including [Section 508 of the Rehabilitation Act of 1973](#).

We validate for accessibility using in-person testing and tools like [WAVE](#).

We correct web accessibility issues where we find them.

Contact us for questions or issues about web accessibility.

County ADA Coordinator

- **Contact Tracey Lor**, 612-543-4015 (voice) or 612-349-5467 (TTY)

Attachment F

Limited English Proficiency Plan

The Hennepin County Limited English Proficiency Plan (updated 2020) is a stand-alone document which is incorporated into this Comprehensive Civil Rights Plan.

<https://www.hennepin.us/-/media/hennepinus/business/work-with-hennepin-county/mfip-policies-forms/county-lep-plan-2020.doc>

Attachment G



2019-2021 STATE-COUNTY CIVIL RIGHTS ASSURANCE AGREEMENT

The County Agency: Hennepin County agrees to comply with the civil rights assurance of compliance (hereafter “Civil Rights Assurance Agreement”) as a condition of receiving Federal financial assistance through the Minnesota Department of Human Services. The Civil Rights Assurance Agreement is binding upon the County Agency, its successors, transferees, and assignees for as long as the County Agency receives Federal financial assistance. The Minnesota Department of Human Services may enforce all parts of the Civil Rights Assurance Agreement as a condition of receipt of such funds.

Compliance by Contractors and Vendors: The County Agency further agrees that by accepting this Civil Rights Assurance Agreement, it will obtain a written statement of assurance from all of its contractors and vendors (i.e., applying to all programs), assuring that they will also operate in compliance with the stated nondiscrimination laws, regulations, policies, and guidance. The written statement of assurance from all its contractors and vendors must be maintained as part of the County Agency’s *Comprehensive Civil Rights Plan* and must be made available for review upon request by the Minnesota Department of Human Services or the U.S. Department of Agriculture.

RECIPIENT AGREES TO COMPLY WITH ALL APPLICABLE FEDERAL AND STATE CIVIL RIGHTS LAWS:

The County Agency agrees to:

1. Administer all programs in accordance with the provisions contained in the Food and Nutrition Act of 2008, as amended, and in the manner prescribed by regulations issued pursuant to the Act; implement the FNS-approved State Plan of Operation for the Supplemental Nutrition Assistance Program (SNAP); comply with Title VI of the Civil Rights Act of 1964; section 11(c) of the Food and Nutrition Act of 2008, as amended; the Age Discrimination Act of 1975; Section 504 of the Rehabilitation Act of 1973; Title II of the Americans with Disabilities Act of 1990; Title IX of the Educational Amendments of 1972; and all the requirements imposed by the regulations issued pursuant to these Acts by the U.S. Department of Agriculture to the effect that, no person in the United States shall, on the grounds of race, color, national origin, sex, age, disability, political beliefs, or religion, be excluded from participation in, be denied the benefits of, or otherwise subject to discrimination under SNAP.
2. Administer all programs in accordance with U.S. Department of Health and Human Services requirements imposed by the regulations pursuant to Title VI of the Civil Rights Act of 1964; the Age Discrimination Act of 1975; Section 504 of the Rehabilitation Act of 1973; Title II of the Americans with Disabilities Act of 1990; Title IX of the Educational Amendments of 1972; Section 1557 of the Patient Protection and Affordable Care Act of 2010. Comply with the regulations to the effect that, no person in the United States shall, on the grounds of race, color, national origin, sex, age, disability, or religion, be excluded from participation in, be denied the

benefits of, or otherwise subject to discrimination under U.S. Department of Health and Human Services programs.

3. Administer all programs in compliance with the Minnesota Human Rights Act, Public Services and Public Accommodations provisions; comply with all the requirements imposed by the Minnesota Human Rights Act to the effect that, no person in Minnesota shall, on the grounds of race, color, national origin, religion, creed, sex, sexual orientation, marital status, public assistance status, or disability, be excluded from participation in, be denied the benefits of, or otherwise subject to discrimination under the Minnesota Human Rights Act. The County Agency and the Department of Human Services further agree to fully comply with any changes in Federal law and regulations. This agreement may be modified with the mutual consent of both parties.

4. The County Agency agrees that by accepting the Civil Rights Assurance it will compile data, maintain records, books and accounts; and submit reports as required to permit effective enforcement of the nondiscrimination laws. The County Agency also agrees to permit authorized Federal and State personnel, during normal working hours, to review such records, books, accounts, and reports as needed to determine compliance with the nondiscrimination laws.

By signing on behalf of the County Agency, I state that I am authorized to bind the County Agency to the terms of the 2019-2021 Civil Rights Assurance Agreement and commit it to the above provisions.



SIGNATURE of Authorized Representative

Jodi Wentland
Print Name

Hennepin County
Name of County Agency

300 South 6th St. Minneapolis, MN 55487
Street Address, City, State, Zip Code