

Elkhart County
Title VI Goals & Accomplishments Report
2017-2019

2017-2018

The Elkhart County Equal Employment Opportunity (EEO) Committee met four times annually, focusing on their commitment to equal employment of an individual without regard for race, color, age, religion, gender, national origin, disability, genetic information, or any other basis protected by federal or state law.

In compliance with the County's training policy, Section 3.19, several topics pertaining to Title VI were offered through an online training program. A total of 174 county supervisors completed online training.

Elkhart County Highway department added the following statement to their Street Standards: Elkhart County has an established policy and confirms its intent to comply with Title VI in that its programs and activities will be conducted such that no person in the United States shall, on the grounds of race, color, national origin, sex, age, disability/handicap, nor low income be excluded from participation in, be denied the benefits of, or otherwise subjected to discrimination pursuant to and as provided by applicable State and Federal law.

Elkhart County EEO Committee drafted an Affirmative Action Plan to outline and document Elkhart County's commitment to providing and promoting equal employment opportunities and accessibility to County facilities for employees, job applicants and citizens of Elkhart County.

Elkhart County Highway connected with the ADEC Community Employment to create an opportunity for ADEC members to gain employment with Elkhart County.

Elkhart County EEO Committee traveled to Trine University to discuss diversity in the workplace. The Committee was given an overview of services offered through their Multicultural Student Organization and their International Student Department, to provide further awareness and education regarding Title VI.

Separation Questionnaires were distributed to all employees near the end of their employment with the county. Results were tabulated, combined, and presented for discussion, as part of the EEO statistics at the quarterly meeting.

County policies, pertaining to Title VI, were highlighted in the bi-monthly Benefit Flash newsletter to educate and outline Title VI for employees.

Elkhart County participated in Disability Awareness Month by contacting the Indiana Governor's Council for People with Disabilities. Posters were displayed in county buildings. Stickers and bookmarks were sent to county departments that serve children. County issued emails and newsletters were distributed containing educational material pertaining to awareness month.

Elkhart County EEO Committee collected and analyzed data pertaining to equal opportunity through a satisfaction survey and other means, in order to educate supervisors and improve county equal opportunity.

Due to the concern of a county employee with a disability under the ADA, architectural upgrades to a county facility were modified to meet the needs of the individual.

The ADA transition plan for county buildings was reviewed and updated, by the ADA Coordinator and Director of Buildings and Grounds, as barriers were removed.

As part of a major road project, designed and inspected by county employees, 19 ADA compliant curb ramps and approximately 3300 linear feet of sidewalk (including some sections of 10' multiuse path) were installed.

As subdivision streets were accepted into the county roadway system, mandatory inspections of sidewalks and curb ramps were performed for ADA compliance.

The Elkhart County Title IV Implementation was reviewed annually.

No Title IV complaints were filed by county employees during the two year period. One EEO/ADA claim filed by a county employee, within the two year period, and was dismissed by the EEOC.

2019 Goals

Elkhart County EEO Committee will review and update ongoing goals on an annual basis, and establish new goals as issues/needs are identified.

Elkhart County will continue to identify and use recruitment sources which may potentially target or encourage minority applicants for employment opportunities with Elkhart County.

Elkhart County Human Resources will follow and/or conduct exit interviews with resigning employees to evaluate cause for separation, issues/problems encountered, and ways to improve.

Elkhart County EEO Committee will continue to distribute Separation Questionnaires and Employee Satisfaction to employees.

Elkhart County Human Resources Department will review and update the EEO/Workplace Harassment Policy.

Elkhart County EEO will encourage all elected officials, department managers, and all other employees of the county to attend Title VI training opportunities.

The ADA Coordinator and Title VI Coordinator will continue to monitor ADA and Title VI compliance within all county facilities. The ADA transition Plan and Title VI Implementation Plan will be updated accordingly.

Elkhart County Highway Department will review all publications, bid solicitations, contracts, proposals, etc., for verification of Title VI language.

Elkhart County will strive towards no Title VI or ADA complaints, claims, or grievances.