



Title VI Workplace Policy

It is the policy of Continue Mission that no person shall on the grounds of race, color, national origin, sex, disability, or age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any operation of Continue Mission as provided by Title VI of the Civil Rights Act of 1964 and related statutes.

This policy applies to all operations of Continue Mission, including its contractors and anyone who acts on behalf of Continue Mission. This policy also applies to the operations of any department or agency to which Continue Mission extends federal financial assistance. Federal financial assistance includes grants, training, use of equipment, donations of surplus property, and other assistance.

Prohibited discrimination may be intentional or unintentional. Seemingly neutral acts that have disparate impacts on individuals of a protected group and lack a substantial legitimate justification are a form of prohibited discrimination. Harassment and retaliation are also prohibited forms of discrimination.

Examples of prohibited types of discrimination based on race, color, national origin, sex, disability, or age include: Denial to an individual any service, financial aid, or other benefit; Distinctions in the quality, quantity, or manner in which a benefit is provided; Segregation or separate treatment; Restriction in the enjoyment of any advantages, privileges, or other benefits provided; Discrimination in any activities related to highway and infrastructure or facility built or repaired; and Discrimination in employment.

Title VI compliance is a condition of receipt of federal funds. Continue Mission's Executive Director is authorized to ensure compliance with this policy, Title VI of the Civil Rights Act of 1964, 42 U.S.C § 2000d and related statutes, and the requirements of 23 Code of Federal Regulation (CFR) pt. 200 and 49 CFR pt. 21.

Any person that believes she or he has been discriminated against based on race, color, or nation origin may file a complaint to Melissa Hansen, Executive Director of Continue Mission, at mhansen@continuemission.org, 801-560-9889, or 1002 West 900 South Woods Cross, Utah 84087.