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- 15 days after the investigative report is finalized, the City will schedule meetings with you and the person(s) you alleged were involved in the incident. You will be given a copy of the investigative report and will be notified of your right to appeal the findings.

These procedures do not deny you the right to file a formal complaint with other state or Federal agencies or seek private counsel for complaints alleging discrimination. Retaliation against you of any kind is prohibited by law.

These procedures cover all complaints filed under Title VI of the Civil Rights Act of 1964 as amended, Section 504 of the Rehabilitation Act of 1973, Civil Rights Restoration Act of 1987, and the Americans with Disabilities Act of 1990, relating to any program or activity administered by the City of Bellevue, as well as its sub-recipients, consultants, and contractors.



**For questions about Title VI, or to learn more about filing a Title VI discrimination complaint with the City of Bellevue, please contact:**

City of Bellevue  
ADA, Title VI, and Equal  
Opportunity Officer  
**Voice: 425-452-6168**  
**TTY Users: dial 711 for relay**  
[ADATitleVI@bellevuewa.gov](mailto:ADATitleVI@bellevuewa.gov)

**Free language assistance is available for any city-related services, materials, or programs. To request assistance call 425-452-6800**



For alternate formats, interpreters, or reasonable modification requests please phone at least 48 hours in advance 425-452-6168 (voice) or email [bamson@bellevuewa.gov](mailto:bamson@bellevuewa.gov). For complaints regarding modifications, contact the City of Bellevue ADA, Title VI, and Equal Opportunity Officer at [ADATitleVI@bellevuewa.gov](mailto:ADATitleVI@bellevuewa.gov).



BHR-23-629-EN

# Your Rights Under Title VI of the Civil Rights Act of 1964

“No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program or activity receiving Federal financial assistance” (42 U.S.C. 2000d)



“Bellevue welcomes the world.  
Our diversity is our strength.”

~ Bellevue City Council  
Vision Statement



## City of Bellevue Title VI Policy of Nondiscrimination

The City of Bellevue assures that no person shall on the grounds of race, color, or national origin (including limited English proficiency), as provided by Title VI of the Civil Rights Act of 1964, and the Civil Rights Restoration Act of 1987 (P.L. 100.259) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any City sponsored program or activity. The City of Bellevue further assures every



effort will be made to ensure nondiscrimination in all of its programs and activities, whether or not those programs and activities are federally funded.



proficiency can limit the opportunities of individuals and groups to receive services or participate in programming. The City of Bellevue cannot, on the basis of race, color, national origin, or limited English proficiency, either directly or through a contractual means:

- Deny a service, program, or benefit to any individual who would otherwise be entitled.
- Make distinctions in the quality or quantity of the service, program, or benefit provided.
- Segregate or separately treat individuals differently related to the receipt of service or benefit.

## City of Bellevue Discrimination Complaint Procedures

If you believe that you have not been treated equally because of your race, color, national origin, or limited English proficiency, then you have the right to file a formal complaint with the City of Bellevue.

### How to file a complaint

Within 180 days of the incident, complete the Title VI Complaint Form, found at [BellevueWA.gov/accessibility](http://BellevueWA.gov/accessibility).

You must answer every question.

- Submit the complaint as directed on the form. The City will not act on or respond to a complaint made by telephone or in person.

### What happens next?

- The City will receive and review the complaint form to determine if additional information is needed and which agency, if any, should further investigate the claim.
- The City will notify you and the person(s) you identified as being involved in the alleged discrimination of the status of the complaint and, if needed, the process to resolve it.

Every effort will be made to resolve complaints informally. Resolution may include informal mediation meetings(s) between you and those you allege were involved. These procedures are part of an administrative process that will not result in the payment of punitive damages or other financial compensation.

- The person(s) you identified as being involved in the alleged discrimination will have 10 days to respond.
- Within 60 days of when you filed the complaint, the agency investigating the complaint will prepare a report that includes a description of the incident, who was interviewed, findings and recommendations for resolution. The report will be reviewed and finalized by the City Attorney, in consultation with other City staff.

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