

**Internal Revenue Service Civil Rights Assurance for
Sub-recipients under SPEC Partnership Agreements**

Sub-Recipient Organization Name Lexington-Fayette Urban County Government		Phone Number 859-258-3828
Address: 200 East Main Street (Site-498 Georgetown Street)		
City Lexington	State KY	Zip Code 40507
Primary Recipient Organization Name		

The organization referenced above agrees to fulfill the obligations set forth in this assurance in consideration of and for the purpose of obtaining federal property or other federal financial assistance from a "Partner" under agreement with the Internal Revenue Service (IRS). The "Sub-recipient" agrees that it must comply with applicable provisions of federal laws and policies prohibiting discrimination, including but not limited to those detailed in paragraph 1.

1. **Title VI of the Civil Rights Act of 1964** (Pub L. 88-352), as amended, which prohibits discrimination on the basis of race, color, or national origin; **Section 504 of the Rehabilitation Act of 1973** (Pub L. 93-112) as amended which prohibits discrimination on the basis of disability; **Title IX of the Education Amendments of 1972** (Pub L. 92-318), as amended, which prohibits discrimination on the basis of sex in education programs or activities; and the **Age Discrimination Act of 1975** (Pub L. 94-135), as amended, which prohibits discrimination on the basis of age; in accordance with those laws and the implementing regulations.

As clarified by **Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency**, national origin discrimination includes discrimination on the basis of limited English proficiency (LEP). To ensure compliance with Title VI, the "Sub-Recipient" must take reasonable steps to ensure that LEP persons have meaningful access to its programs in accordance with Department of Treasury implementing regulations and Department of Justice LEP Policy Guidance. Meaningful access may entail providing language assistance services, including oral and written translation, where necessary. The Sub-Recipient is encouraged to consider the need for language services for LEP persons served or encountered both in developing budgets and in conducting programs and activities. Assistance and information regarding LEP obligations may be found at <http://www.lep.gov> or by contacting the IRS Civil Rights Division as indicated on this form.

2. The Sub-Recipient will conduct its activities so that no person is excluded from participation in, is denied the benefits of, or is subject to discrimination, as prohibited by the statutes identified in paragraph 1, in the distribution of services and/or benefits provided under this federal financial assistance program.
3. To compile and submit information to the Internal Revenue Service (IRS) Civil Rights Division concerning its compliance with the federal laws and policies outlined in paragraph 1.

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4. Within 30 days of any finding issued by a federal or state court or by a federal or state administrative agency that the "Sub-recipient" has discriminated on the basis of race, color, national origin (including limited English proficiency), disability, sex (in education programs or activities), or age in the delivery of its services or benefits, a copy of such finding shall be forwarded to the IRS Civil Rights Division at the following address:

Operations Director, Civil Rights Division
Internal Revenue Service
Room 2413
1111 Constitution Avenue, NW
Washington, D.C. 20224

5. To inform the public that persons who believe they have been discriminated against on the basis of race, color, national origin (including limited English proficiency), disability, sex (in education programs or activities), or age, in the distribution of services and benefits resulting from this federal financial assistance program may file a written complaint with the Director, Civil Rights Division, at the above address. Civil Rights posters indicating the process for filing complaints of discrimination for the public must be conspicuously displayed at all times by the "Sub-recipient".

6. To forward to the Civil Rights Division all complaints of discrimination filed by the public against the "Sub-recipient" that is directly related to the services and/or benefits provided by this IRS federal financial assistance program.

The partner and sub-recipients, its successors, transferees and assignees, upon the breach or violation of this agreement, the IRS may, at its option: a) Terminate or refuse to render or continue federal financial assistance for the aid of the property, facility, project, service, or activity, b) Enforce this agreement by suit for specific performance or by any other available remedy under the laws of the United States or the state in which the breach or violation occurs.

Partners and sub-recipients receiving federal financial assistance shall be obligated to comply with this assurance for a period not to exceed one year from the date signed. Each subsequent receipt of federal financial assistance will require a new signed assurance form.

The organizational official whose signature appears below is authorized to sign this assurance and commit the "Sub-recipient" to the above provisions.

Linda Gorton, Mayor

NAME AND TITLE OF ORGANIZATIONAL AUTHORIZED OFFICIAL
(Please Print)

SIGNATURE OF ORGANIZATIONAL AUTHORIZED OFFICIAL

DATE