



**Tompkins County, New York**  
**PUBLIC NOTICE of NON-DISCRIMINATION**

This public "**NOTICE of NON-DISCRIMINATION**" is required by several federal laws and regulations including those implementing Title VI, Title VII, Title IX, Americans with Disabilities Act, Section 504 and the Age Discrimination Act. Tompkins County is committed to ensuring that no person is excluded from participating in or denied the benefits of its public services.

Following are the applicable federal, state, and local Civil Rights laws that prohibit discrimination:

***Title I of the Americans with Disabilities Act of 1990*** prohibits employment discrimination against qualified individuals with disabilities by employers with 15 or more employees. The U.S. Departments of Justice and the Equal Employment Opportunity Commission are the agencies assigned to enforce Title I of the ADA.

***Title II of the Americans with Disabilities Act of 1990*** prohibits disability discrimination by public entities, including public colleges and universities whether or not they receive Federal financial assistance. The U.S. Department of Justice is the law enforcement agency charged with enforcing Title II of the ADA.

***Title VI of the Civil Rights Act of 1964*** prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving Federal financial assistance and Title VII of the Civil Rights Act of 1964 prohibits discrimination. Programs and activities that receive Federal financial assistance are covered by Title VI. The U.S. Department of Justice is the law enforcement agency charged with enforcing Title VI.

***Title VII of the Civil Rights Act of 1964*** protects individuals against unlawful employment practices based on their race, color, sex, and national origin. The Civil Rights Act of 1991 significantly extended plaintiffs' rights under Title VII. The U.S. Equal Employment Opportunity Commission is the law enforcement agency charged with enforcing Title VII.

***Title IX of the Education Amendments of 1972*** prohibits discrimination on the basis of sex in education programs or activities and extends to employment and admission to institutions that receive Federal financial assistance. The U.S. Department of Education is the law enforcement agency charged with enforcing Title IX.

***Age Discrimination Act of 1975*** protects people from discrimination based on age in programs or activities receiving Federal financial assistance. The U.S. Equal Employment Opportunity Commission is the law enforcement agency charged with enforcing ADA of 1975.

***Age Discrimination in Employment Act of 1967*** protects individuals who are 40 years of age or older. The U.S. Equal Employment Opportunity Commission is the law enforcement agency charged with enforcing the ADEA.

**Civil Rights Act of 1991** provides monetary damages in cases of intentional employment discrimination. The U.S. Equal Employment Opportunity Commission is the law enforcement agency charged with enforcing the CRA of 1991.

**Equal Pay Act of 1963** protects men and women who perform substantially equal work in the same establishment from sex-based wage discrimination. The U.S. Equal Employment Opportunity Commission is the law enforcement agency charged with enforcing the EPA.

**Section 504 of the Rehabilitation Act of 1973** protects people from discrimination in admission, employment, treatment or access based on disability in programs or activities receiving Federal financial assistance. The U.S. Department of Housing and Urban Development is the law enforcement agency charged with enforcing Title VI.

**Executive Order 11246** requires certain government contractors to engage in affirmative action and to not discriminate based on race, sex, or national origin. The Office of Federal Contract Compliance Programs (U.S. Department of Labor) is the agency charged with enforcing the EO 11246 and ensuring that federal contractors are in compliance.

**U.S. Dept. of HUD's Final LGBT Rule** provides equal access to housing in HUD-funded programs regardless of sexual orientation or gender identity. The U.S. Department of Housing and Urban Development is the law enforcement agency charged with enforcing the LGBT Rule.

**New York State Human Rights Law, Executive Law Article 15** protects people from discrimination in employment, housing, credit, public accommodation, non-sectarian educational institutions, and volunteer fire departments on the bases of age, creed, race, color, sex, sexual orientation, national origin, marital status, disability, military status, arrest record, conviction record, familial status, and genetic predisposition. The New York State Division of Human Rights is charged with enforcing NYS Human Rights Law.

**Tompkins County, Chapter 92, Anti-Discrimination Local Law No. 6-1991, as amended by Local Law No. 1-2004** protects people from discrimination in employment, housing, credit, public accommodation, education, and volunteer fire departments on the bases of sexual orientation and gender identity. The Tompkins County Office of Human Rights is charged with enforcing Chapter 92.

**City of Ithaca Code Chapter 215 of 1980** protects people from discrimination in the areas of housing, credit, education, employment, and public accommodations that is based on actual or perceived age, creed, color, disability, ethnicity, familial status, gender, height, immigration or citizenship status, marital status, national origin, race, religion, sex, sexual orientation, socioeconomic status, or weight. The Tompkins County Office of Human Rights is charged with helping to enforce Chapter 215.

**Village of Groton Fair Housing Law, Chapter 93 of 1988** protects people from housing discrimination on the bases of race, color, religion, sex, national origin, familial status, and handicap.

If you believe you have been subjected to discrimination under Title VI or related non-discriminatory laws, you may file a complaint with the County by contact the following: