

City of Gering: Policy on Nondiscrimination

I. Policy Statement

The City of Gering prohibits discrimination based on **race, color, national origin, disability, age, or sex** in its programs and activities, adhering to laws like [Title VI of the Civil Rights Act of 1964](#), [Section 504 of the Rehabilitation Act of 1973](#), the [Age Discrimination Act of 1975](#), [Title IX of the Education Amendments of 1972](#), and [Section 13 of the Federal Water Pollution Control Act Amendments of 1972](#).

Intimidation or retaliation against those exercising their rights under 40 C.F.R. Parts 5 and 7 is also prohibited.

II. Specific Prohibitions

This policy mandates that the City shall not, directly or indirectly through contracts, take actions such as:

- Denying services, aid, or benefits.
- Providing different services or restricting enjoyment of advantages.
- Subjecting individuals to segregation or separate treatment.
- Using discriminatory criteria or administration methods.
- Selecting facility sites with discriminatory intent or effect.

III. Nondiscrimination Coordinator

Inquiries and compliance efforts are coordinated by the City's designated individual:

- **Title/Name:** City Administrator or City Clerk
- **Address:** 1025 P Street, Gering, NE 69341
- **Phone:** 308-436-5096

IV. Grievance Procedures

Individuals believing they have faced discrimination can file a written complaint with the Nondiscrimination Coordinator. The City is committed to:

1. **Prompt and Fair Resolution:** Investigating complaints within a reasonable timeframe.
 2. **Accessibility:** Providing accommodations for those with vision or hearing impairments and those with [Limited English Proficiency \(LEP\)](#).
 3. **Documentation:** Keeping a log of complaints for at least three years.
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