

## **1100.21 Non-Discrimination Policy**

### ***Scope***

This policy applies to all City employees, officials, and agents, as well as all recipients of City services and programs.

### ***Purpose***

The City of South Padre Island is committed to ensuring equal access to its programs, services, and activities for all individuals, regardless of race, color, national origin, disability, age, sex, or religion. This policy is in compliance with Title II of the Americans with Disabilities Act (ADA) and other applicable laws prohibiting discrimination.

### ***Policy***

The City of South Padre Island does not discriminate against any individual in its programs or activities on the basis of:

- Race
- Color
- National Origin
- Disability
- Age
- Sex (including gender identity and sexual orientation)
- Religion

All individuals will have equal opportunities to participate in and benefit from the programs and services provided by the City.

### **Access and Accommodation**

The City will take appropriate steps to ensure that individuals with disabilities can participate fully in its programs and services. This may include providing reasonable modifications upon request.

### **Grievance Procedure**

Any individual who believes they have been subjected to discrimination may file a grievance according to the City's established procedures. Grievances should be submitted to the designated Title II Coordinator.

## **Title II Coordinator**

For questions, requests, or to file a grievance, please contact the Title II Coordinator at:

Hilda Delgado, Administration and Claims Coordinator

[hdelgado@myspi.org](mailto:hdelgado@myspi.org)

956-761-8110

## **Implementation and Review**

The City of South Padre Island will undertake regular reviews of its policies and practices to ensure compliance with its non-discrimination obligations.