

A1014**Resolution Regarding Civil Rights****Panola County, Texas**

Whereas, Panola County, Texas, (hereinafter referred to as "Panola County" has been awarded TxCDBG funding through a TxCDBG grant from the Texas Department of Agriculture (hereinafter referred to as "TDA");

Whereas, Panola County, in accordance with Section 109 of the Title I of the Housing and Community Development Act. (24 CFR 6); the Age Discrimination Act of 1975 (42 U.S C 6101-6107); and Section 504 of the Rehabilitation Act of 1973 (29 U.S.C 794) and for construction contracts greater than \$10,000, must take actions to ensure that no person or group is denied benefits such as employment, training, housing, and contracts generated by the CDBG activity, on the basis of race, color, religion, sex, national origin, age, or disability;

Whereas, Panola County, in consideration for the receipt and acceptance of federal funding, agrees to comply with all federal rules and regulations including those rules and regulations governing citizen participation and civil rights protections;

Whereas, Panola County, in accordance with Section 3 of the Housing and Urban Development Act of 1968, as amended, and 24 CFR Part 135, is required, to the greatest extent feasible, to provide training and employment opportunities to lower income residents and contract opportunities to businesses in the TxCDBG project area,

Whereas, Panola County, in accordance with Section 104(1) of the Housing and Community Development Act, as amended, and State's certification requirements at 24 CFR 91.325(b)(6), must adopt an excessive force policy that prohibits the use of excessive force against non-violent civil rights demonstrations,

Whereas, Panola County, in accordance with Section 504 of the Rehabilitation Act of 1973, does not discriminate on the basis of disability and agrees to ensure that qualified individuals with disabilities have access to programs and activities that receive federal funds; and

Whereas, Panola County, in accordance with Section 808(e)(5) of the Fair Housing Act (42 USC 3608(e)(5)) that requires HUD programs and activities be administered in a manner affirmatively to further the policies of the Fair Housing Act, agrees to conduct at least one activity during the contract period of the TxCDBG contract, to affirmatively further fair housing,

PANOLA COUNTY
CITIZEN PARTICIPATION PLAN
TEXAS COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM

[Note to Grant Recipients regarding Limited English Proficiency (LEP) requirements

In accordance with federal law, if there is a significant number of the population who are non-English speaking residents and are affected by the TxCDBG project, such citizens should have 'meaningful access' to all aspects of the TxCDBG project. To provide 'meaningful access', Grant Recipients may need to provide interpreter services at public hearings or provide non-English written materials that are routinely provided in English. Examples of such vital documents include application, complaint procedures, complaint procedures, answers to complaints, notices, notices of rights and disciplinary action, and any additional documents that contain information that is critical for obtaining federal services and/or benefits, or is required by law. For more information, see LEP.gov]

COMPLAINT PROCEDURES

These complaint procedures comply with the requirements of the Texas Department of Agriculture's Texas Community Development Block Grant (TxCDBG) Program and Local Government Requirements found in 24 CFR §570.486 (Code of Federal Regulations). Citizens can obtain a copy of these procedures at the Panola County Courthouse, 110 S. Sycamore, Room 216 A, Carthage, TX 75633, (903) 693-0391 during regular business hours.

Below are the formal complaint and grievance procedures regarding the services provided under the TxCDBG project.

1. A person who has a complaint or grievance about any services or activities with respect to the TxCDBG project, whether it is a proposed, ongoing, or completed TxCDBG project, may during regular business hours submit such complaint or grievance, in writing to the County Judge, at 110 S. Sycamore, Room 216 A, Carthage, TX 75633, or may call (903) 693-0391.
2. A copy of the complaint or grievance shall be transmitted by the County Judge to the entity that is the subject of the complaint or grievance and to the County Attorney within five (5) working days after the date of the complaint or grievance was received.
3. The County Judge shall complete an investigation of the complaint or grievance, if practicable, and provide a timely written answer to person who made the complaint or grievance within ten (10) days.
4. If the investigation cannot be completed within ten (10) working days per 3. above, the person who made the grievance or complaint shall be notified, in writing, within fifteen (15) days where practicable after receipt of the original complaint or grievance and shall detail when the investigation should be completed.
5. If necessary, the grievance and a written copy of the subsequent investigation shall be forwarded to the TxCDBG for their further review and comment.
6. If appropriate, provide copies of grievance procedures and responses to grievances in both English and Spanish, or other appropriate language.

TECHNICAL ASSISTANCE

When requested, the County shall provide technical assistance to groups that are representative of persons of low- and moderate-income in developing proposals for the use of TxCDBG funds. The County, based upon the specific needs of the community's residents at the time of the request, shall determine the level and type of assistance.

PUBLIC HEARING PROVISIONS

For each public hearing scheduled and conducted by the County, the following public hearing provisions shall be observed:

1. Public notice of all hearings must be published at least seventy-two (72) hours prior to the scheduled hearing. The public notice must be published in a local newspaper. Each public notice must include the date, time, location, and topics to be considered at the public hearing. A published newspaper article can also be used to meet this requirement so long as it meets all content and timing requirements. Notices should also be prominently posted in public buildings and distributed to local Public Housing Authorities and other interested community groups.
2. When a significant number of non-English speaking residents are a part of the potential service area of the TxCDBG project, vital documents such as notices should be published in the predominant language of these non-English speaking citizens.
3. Each public hearing shall be held at a time and location convenient to potential or actual beneficiaries and will include accommodation for persons with disabilities. Persons with disabilities must be able to attend the hearings and the County must make arrangements for individuals who require auxiliary aids or services if contacted at least two days prior to the hearing.
4. A public hearing held prior to the submission of a TxCDBG application must be held after 5:00 PM on a weekday or at a convenient time on a Saturday or Sunday.
5. When a significant number of non-English speaking residents can be reasonably expected to participate in a public hearing, an interpreter should be present to accommodate the needs of the non-English speaking residents.

The County shall comply with the following citizen participation requirements for the preparation and submission of an application for a TxCDBG project:

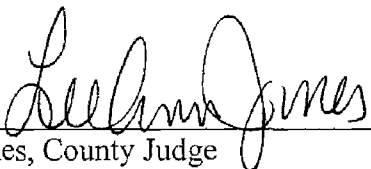
1. At a minimum, the County shall hold at least one (1) public hearing to prior to submitting the application to the Texas Department of Agriculture.
2. The County shall retain documentation of the hearing notice(s), a listing of persons attending the hearing(s), minutes of the hearing(s), and any other records concerning the proposed use of funds for three (3) years from closeout of the grant to the state. Such records shall be made available to the public in accordance with Chapter 552, Texas Government Code.
3. The public hearing shall include a discussion with citizens as outlined in the applicable TxCDBG application manual to include, but is not limited to, the development of housing and community development needs, the amount of funding available, all eligible activities under the TxCDBG program, and the use of past TxCDBG contract funds, if applicable. Citizens, with particular emphasis on persons of low- and moderate-income who are residents of slum and blight areas, shall be encouraged to submit their views and proposals regarding community development and housing needs. Citizens shall be made

aware of the location where they may submit their views and proposals should they be unable to attend the public hearing.

4. When a significant number of non-English speaking residents can be reasonably expected to participate in a public hearing, an interpreter should be present to accommodate the needs of the non-English speaking residents.

The County must comply with the following citizen participation requirements in the event that the County receives funds from the TxCDBG program:

1. The County shall also hold a public hearing concerning any substantial change, as determined by TxCDBG, proposed to be made in the use of TxCDBG funds from one eligible activity to another again using the preceding notice requirements.
2. Upon completion of the TxCDBG project, the County shall hold a public hearing and review its program performance including the actual use of the TxCDBG funds.
3. When a significant number of non-English speaking residents can be reasonably expected to participate in a public hearing, for either a public hearing concerning substantial change to the TxCDBG project or for the closeout of the TxCDBG project, publish notice in both English and Spanish, or other appropriate language and provide an interpreter at the hearing to accommodate the needs of the non-English speaking residents..
4. The County shall retain documentation of the TxCDBG project, including hearing notice(s), a listing of persons attending the hearing(s), minutes of the hearing(s), and any other records concerning the actual use of funds for a period of three (3) years three (3) years from closeout of the grant to the state. Such records shall be made available to the public in accordance with Chapter 552, Texas Government Code.



LeeAnn Jones, County Judge

August 22, 2016

Date

PANOLA COUNTY COMPLAINT FORM

INSTRUCTIONS: Read this form and the instructions attached carefully before completing. All questions should be answered. However, if you do not know the answer, or if a question is not applicable, leave the question unanswered and fill out as much of the form as you can. Your complaint should be signed and dated and, if possible, notarized. Where more than one individual or organization is filing the same complaint, each additional individual or organization should complete boxes 1 and 7 of a separate complaint form and attach it to the original form, but the other boxes need not be completed if the information is the same as in the original. Complaints may be (1) mailed to the County of Panola, 110 S. Sycamore, Room 216 A, Carthage, Texas 75633, or (2) filed or presented in person at Panola County Courthouse, 110 S. Sycamore, Room 216 A, Carthage, Texas.

1. Name of aggrieved person or organization

(Mr Mrs Miss)	(Last Name-First Name-Middle Initial)	Street address	City	County	State	Zip Code
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2. Who is this complaint against?

Name (Last Name-First Name-Middle Initial)	Street address	City	County	State	Zip Code	Phone
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Is the party named above a: (Check applicable box or boxes)

Employee Elected Official Construction Other

Name and identify Others (if any) you believe violated the law in this case:

3. What did the person you are complaining against do and date of occurrence?

4. Do you believe there was discrimination because of it? (Check applicable box and write your race, color, religion, sex, or national origin on the line below checked)

Race or Color Religion Sex National Origin Disability

5. Please review the following and check the applicable box or boxes if they apply to your case.

The Locality has described its housing and community development needs in a manner clearly inconsistent with available facts and data,

The activities proposed in the TxCDBG contract are clearly inappropriate to meet the needs and objective,

The Locality has not complied with TxCDBG program requirements:

The proposed activities are not eligible for TxCDBG grant assistance

6. Summarize in your own words what happened.

7. I swear or affirm that I have read this complaint (including any attachments) and that it is true to the best of my knowledge, information and belief.

(Date)

(Sign your name)

Citizen's Complaint Form

1. Name/Address

2. Explain Complaint

3. Other Information

4. Your complaint will be responded to within 15 days of receipt of complaint.

5. An appeal of the County's decision may be submitted to:

Mail:
Texas Department of Agriculture
Texas Community Development Program
P.O. Box 12847
Austin, TX 78711

Phone:
1-800-835-5832

CITIZEN COMPLAINT FORM

ADDITIONAL INFORMATION

If you wish to explain in detail in an attachment what happened, you should consider the following:

1. If you feel that others were treated differently from you, please explain the facts and circumstances.
2. If there were witnesses or others who know what happened, give their names, addresses, and telephone numbers.
3. If you made this complaint to other staff or government agencies or to the **State**, explain when and what happened.

You should obtain assistance in filing a complaint at the offices listed below:

1. **Complain to the *Texas Department of Agriculture* under their Complaint System, 10 T.A.C. Sec. 178.1 and 178.2.**

Texas Department of Agriculture
Trade & Business Development
P.O. Box 12847
Austin, Texas 78711

2. **Complain to the *Secretary of HUD* by filing this form by mail or in person.**

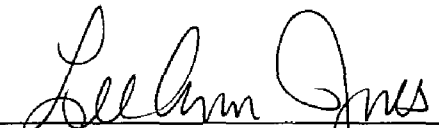
Region VI – Dallas
HUD
525 Griffin Street
Room 860
Dallas, Texas 75202-5032

A1014

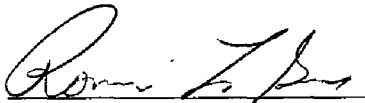
NOW, THEREFORE, BE IT RESOLVED BY THE COMMISSIONERS COURT OF PANOLA COUNTY, TEXAS, that PANOLA COUNTY ADOPTS/REAFFIRMS THE FOLLOWING:

1. Citizen Participation Plan and Grievance Procedures (Form A1013),
2. Section 3 Policy (Form A1002);
3. Excessive Force Policy (Form A1003),
4. Section 504 Policy and Grievance Procedures (Form A1004); and
5. Fair Housing Policy (Exhibit 1015)

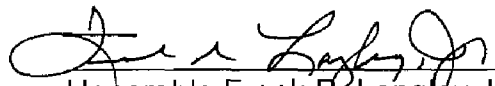
Passed and approved this 22nd day of August, 2016.



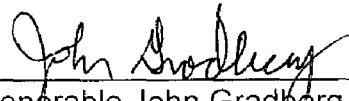
 Lee Ann Jones, County Judge



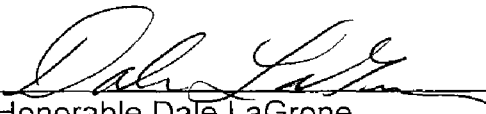
 Honorable Ronnie LaGrone
 Commissioner, Precinct One



 Honorable Frank R. Langley Jr.
 Commissioner, Precinct Three



 Honorable John Gradberg
 Commissioner, Precinct Two



 Honorable Dale LaGrone
 Commissioner, Precinct Four

Attest.



 Bobbie Davis, County Clerk



County of Panola
Section 3 Resolution

WHEREAS, the Commissioners Court of Panola County is committed to comply with Section 3 of the Housing and Urban Development Act of 1968, and

WHEREAS, in accordance with TxCDBG Regulations, the County of Panola must adopt a Section 3 Plan and update this plan annually, and

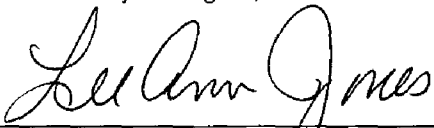
WHEREAS, this Act encourages the use of small local businesses and the hiring of low income residents of the community, and

WHEREAS, the Equal Rights Officer will oversee implementation and enforcement of this plan in the areas of (1) Hiring (2) Contracting (3) Training (4) Advertising, and


NOW, THEREFORE, BE IT RESOLVED BY the Commissioners Court of Panola County, Texas that the County **HEREBY** by adoption of a Section 3 Plan, adopt the attached for the TxCDBG,

- 1 That the Commissioners Court adopt the attached Section 3 Policy for the Texas Community Development Block Grant Program
- 2 That the Commissioners Court designates the County Judge as the Equal Rights Officer

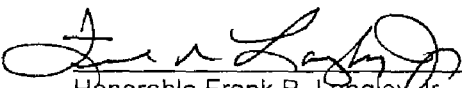
PASSED AND APPROVED this 22nd day of August, 2016



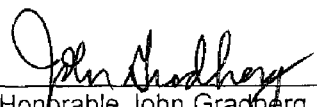
 LeeAnn Jones, County Judge



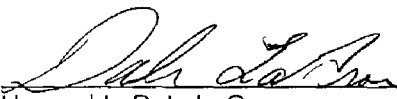
 Honorable Ronnie LaGrone
 Commissioner, Precinct One



 Honorable Frank R. Langley Jr.
 Commissioner, Precinct Three



 Honorable John Gracberg
 Commissioner, Precinct Two



 Honorable Dale LaGrone
 Commissioner, Precinct Four

ATTEST:



 Bobbie Davis, County Clerk

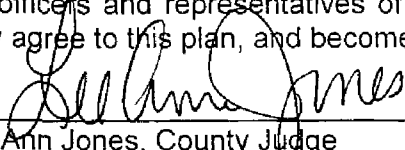


A1002**Section 3 Policy**

In accordance with 12 U.S.C 1701u, Panola County agrees to implement the following steps, which, to *the greatest extent feasible*, will provide job training, employment and contracting opportunities for Section 3 residents and Section 3 businesses of the areas in which the program/project is being carried out.

- A. Introduce and pass a resolution adopting this plan as a policy to strive to attain goals for compliance to Section 3 regulations by increasing opportunities for employment and contracting for Section 3 residents and businesses.
- B. Assign duties related to implementation of this plan to the designated Civil Rights Officer
- C. Notify Section 3 residents and business concerns of potential new employment and contracting opportunities as they are triggered by TxCDBG grant awards through the use of: Public Hearings and related advertisements; public notices; bidding advertisements and bid documents; notification to local business organizations such as the Chamber(s) of Commerce or the Urban League; local advertising media including public signage; project area committees and citizen advisory boards, local HUD offices, regional planning agencies; and all other appropriate referral sources. Include Section 3 clauses in all covered solicitations and contracts.
- D. Maintain a list of those businesses that have identified themselves as Section 3 businesses for utilization in TxCDBG funded procurements, notify those businesses of pending contractual opportunities, and make this list available for general Grant Recipient procurement needs.
- E. Maintain a list of those persons who have identified themselves as Section 3 residents and contact those persons when hiring/training opportunities are available through either the Grant Recipient or contractors.
- F. Require that all Prime contractors and subcontractors with contracts over \$100,000 commit to this plan as part of their contract work. Monitor the contractors' performance with respect to meeting Section 3 requirements and require that they submit reports as may be required by HUD or TDA to the Grant Recipient.
- G. Submit reports as required by HUD or TDA regarding contracting with Section 3 businesses and/or employment as they occur; and submit reports within 20 days of calendar year end which identify and quantify Section 3 businesses and employees.
- H. Maintain records, including copies of correspondence, memoranda, etc., which document all actions taken to comply with Section 3 regulations.

As officers and representatives of Panola County, we the undersigned have read and fully agree to this plan, and become a party to the full implementation of this program.



 LeeAnn Jones, County Judge

August 22, 2016

 Date

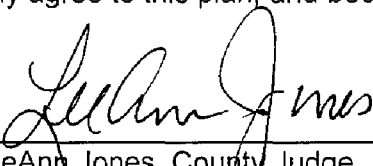
A1003

Excessive Force Policy

In accordance with 24 CFR 91.325(b)(6), Panola County hereby adopts and will enforce the following policy with respect to the use of excessive force:

1. It is the policy Panola County to prohibit the use of excessive force by the law enforcement agencies within its jurisdiction against any individual engaged in non-violent civil rights demonstrations;
2. It is also the policy of Panola County to enforce applicable State and local laws against physically barring entrance to or exit from a facility or location that is the subject of such non-violent civil rights demonstrations within its jurisdiction
3. Panola County will introduce and pass a resolution adopting this policy.

As officers and representatives of Panola County, we the undersigned have read and fully agree to this plan, and become a party to the full implementation of this program



LeeAnn Jones, County Judge

August 22, 2016

Date

A1003

Excessive Force Resolution

A resolution establishing rules and regulations regarding the use of excessive force during nonviolent civil rights demonstrations by the adoption of the attached Excessive Force Policy.

Passed and adopted by the Commissioners Court of Panola County, on this the 22nd day of August, 2016.

LeeAnn Jones

LeeAnn Jones, County Judge

Ronnie LaGrone

Honorable Ronnie LaGrone
Commissioner, Precinct One

Frank R. Langley Jr

Honorable Frank R. Langley Jr
Commissioner, Precinct Three

John Gradberg

Honorable John Gradberg
Commissioner, Precinct Two

Dale LaGrone

Honorable Dale LaGrone
Commissioner, Precinct Four

Attest:

Bobbie Davis

Bobbie Davis, County Clerk



Section 504 Resolution
for Panola County

WHEREAS, it is hereby declared that Panola County establish a local Section 504 Policy and Grievance Procedure; and

WHEREAS, it is further declared that establishment of such procedures requires the designation of a Coordinator for Section 504 compliance and investigate complaints regarding programs receiving federal assistance; and

NOW, THEREFORE, BE IT RESOLVED BY THE COMMISSIONERS COURT OF PANOLA COUNTY, TEXAS

- 1 That the County adopts the attached Section 504 Policy and Grievance Procedure,
- 2 That the County designates, as its Section 504 Coordinator, the County Judge
3. That the County directs the Coordinator to receive and to investigate complaints alleging discrimination by reason of disability in participation in any program or activity receiving federal financial assistance

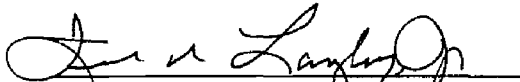
PASSED AND APPROVED this 22nd day of August, 2016.



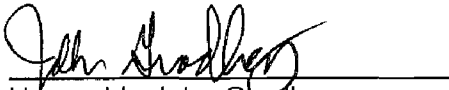
LeeAnn Jones, County Judge



Honorable Ronnie LaGrone
Commissioner, Precinct One



Honorable Frank R. Langley, Jr
Commissioner, Precinct Three



Honorable John Gradberg
Commissioner, Precinct Two



Honorable Dale LaGrone
Commissioner, Precinct Four

ATTEST:



Bobbie Davis, County Clerk



A1004

Section 504 Policy Against Discrimination based on Handicap and Grievance Procedures

In accordance with 24 CFR Section 8, Nondiscrimination based on Handicap in federally assisted programs and activities of the Department of Housing and Urban Development, Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C 794), and Section 109 of the Housing and Community Development Act of 1974, as amended (42 U.S.C. 5309), Panola County hereby adopts the following policy and grievance procedures:

1. Discrimination prohibited. No otherwise qualified individual with handicaps in the United States shall, solely by reason of his or her handicap, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance from the Department of Housing and Urban Development (HUD).

2. Panola County does not discriminate on the basis of handicap in admission or access to, or treatment or employment in, its federally assisted programs and activities.

3. Panola County's recruitment materials or publications shall include a statement of this policy in 1. above.

4. Panola County shall take continuing steps to notify participants, beneficiaries, applicants and employees, including those with impaired vision or hearing, and unions or professional organizations holding collective bargaining or professional agreements with the recipients that it does not discriminate on the basis of handicap in violation of 24 CFR Part 8.

5. For hearing and visually impaired individuals eligible to be served or likely to be affected by the TxCDBG program, Panola County shall ensure that they are provided with the information necessary to understand and participate in the TxCDBG program.

6 Grievances and Complaints

a. Any person who believes she or he has been subjected to discrimination on the basis of disability may file a grievance under this procedure. It is against the law for Panola County to retaliate against anyone who files a grievance or cooperates in the investigation of a grievance.

b. Complaints should be addressed to: County Judge, 110 S. Sycamore, Room 216 A, Carthage, TX, 75633, (903) 693 - 0391, who has been designated to coordinate Section 504 compliance efforts

c. A complaint should be filed in writing or verbally, contain the name and address of the person filing it, and briefly describe the alleged violation of the regulations.

- d. A complaint should be filed within thirty (30) working days after the complainant becomes aware of the alleged violation.
- e. An investigation, as may be appropriate, shall follow a filing of a complaint. The investigation will be conducted by the County Judge. Informal but thorough investigations will afford all interested persons and their representatives, if any, an opportunity to submit evidence relevant to a complaint.
- f. A written determination as to the validity of the complaint and description of resolution, if any, shall be issued by the County Judge, and a copy forwarded to the complainant with fifteen (15) working days after the filing of the complaint where practicable.
- g. The Section 504 coordinator shall maintain the files and records of Panola County relating to the complaints files.
- h. The complainant can request a reconsideration of the case in instances where he or she is dissatisfied with the determination/resolution as described in f. above. The request for reconsideration should be made to Panola County within ten working days after the receipt of the written determination/resolution.
- i. The right of a person to a prompt and equitable resolution of the complaint filed hereunder shall not be impaired by the person's pursuit of other remedies such as the filing of a Section 504 complaint with the U.S. Department of Housing and Urban Development. Utilization of this grievance procedure is not a prerequisite to the pursuit of other remedies.
- j. These procedures shall be construed to protect the substantive rights of interested persons, to meet appropriate due process standards and assure that Panola County complies with Section 504 and HUD regulations.

Resolution Adopting Fair Housing Policy

WHEREAS **Title VIII of the Civil Rights Act of 1968, as amended, prohibits discrimination in housing and declares it a national policy to provide, within constitutional limits, for fair housing in the United States; and**

WHEREAS **The principle of Fair Housing is not only national law and national policy, but a fundamental human concept and entitlement for all Americans; and**

WHEREAS **Panola County is committed to Affirmatively Furthering Fair Housing within its jurisdiction.**

NOW, THEREFORE, WE, the Commissioners Court of Panola County, do hereby adopt a Fair Housing Policy, a copy of which is attached hereto, and hereby urge all the citizens of Panola County to become aware of and support the County's efforts to affirmatively further Fair Housing.

IN WITNESS WHEREOF WE HAVE AFFIXED OUR SIGNATURES AND SEAL ON THIS THE 22nd DAY OF August, 2016.

LeeAnn Jones

LeeAnn Jones, County Judge

Ronnie LaGrone

**Honorable Ronnie LaGrone
Commissioner, Precinct One**

Frank R. Langley, Jr.

**Honorable Frank R. Langley, Jr.
Commissioner, Precinct Three**

John Gradberg

**Honorable John Gradberg
Commissioner, Precinct Two**

Dale LaGrone

**Honorable Dale LaGrone
Commissioner, Precinct Four**

ATTEST:

Bobbie Davis

Bobbie Davis, County Clerk

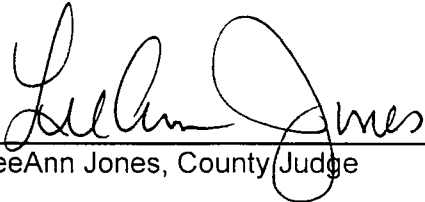


Fair Housing Policy

In accordance with Fair Housing Act, the County of Panola hereby adopts the following policy with respect to the Affirmatively Furthering Fair Housing:

1. Panola County agrees to affirmatively further fair housing choice for all seven protected classes (race, color, religion, sex, disability, familial status, and national origin).
2. Panola County agrees to plan at least one activity during the contract term to affirmatively further fair housing.
3. Panola County will introduce and pass a resolution adopting this policy.

As officers and representatives of the County of Panola, we the undersigned have read and fully agree to this plan, and become a party to the full implementation of this program.



LeeAnn Jones, County Judge

August 22, 2016

Date

Proclamation of September as Fair Housing Month

WHEREAS Title VIII of the Civil Rights Act of 1968, as amended, prohibits discrimination in housing and declares it a national policy to provide, within constitutional limits, for fair housing in the United States; and

WHEREAS The principle of Fair Housing is not only national law and national policy, but a fundamental human concept and entitlement for all Americans; and

WHEREAS The National Fair Housing Law, during the month of September, provides an opportunity for all Americans to recognize that complete success in the goal of equal housing opportunity can only be accomplished with the help and cooperation of all Americans.

NOW, THEREFORE, WE, the Commissioners Court of Panola County, do proclaim September as Fair Housing Month in Panola County and do hereby urge all the citizens of this locality to become aware of and support the Fair Housing law.

IN WITNESS WHEREOF we have affixed our signatures and seal on this the 22nd day of August, 2016

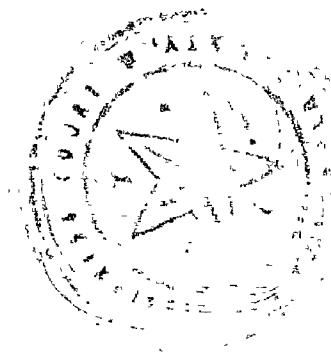


LeeAnn Jones, County Judge

Attest:



Bobbie Davis, County Clerk



Notice - Policy of Nondiscrimination on the Basis of Disability

Panola County does not discriminate on the basis of disability in the admission or access to, or employment in, its federally assisted programs or activities. The County Judge has been designated to coordinate compliance with the nondiscrimination requirements contained in the Department of Housing and Urban Development's (HUD) regulations implementing Section 504 (24 CFR Part 8).

Notice - Citizen Participation & Grievance Procedures Notice

Panola County has adopted complaint and grievance procedures regarding its Texas Community Development Block Grant Programs (TxCDBG). Citizens may obtain a copy of these written procedures at 110 S. Sycamore, Room 216 A, Carthage, TX, 75633 between the hours of 8:00 a m and 5.00 p m Monday through Friday Citizens may also request the procedures be mailed to them by calling the County Judge at (903) 693-0391. These procedures outline the steps for a citizen to follow if s/he wishes to file a complaint or grievance about TxCDBG activities.

A person who has a complaint or grievance about any services or activities with respect to the TxCDBG project, may during regular business hours submit such complaint or grievance, in writing to the County Judge, at 110 S. Sycamore, Room 216 A, Carthage, TX, 75633, or may call (903) 693-0391. The County will make every effort to respond fully to such complaints within fifteen (15) working days where practicable.

Equal Employment Opportunity Statement

Panola County does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, or national origin.

**Public Service Announcement:
Fair Housing, It's the Law**

To promote fair housing practices, Panola County encourages potential homeowners and renters to be aware of their rights under the National Fair Housing Law.

Title VIII of the Civil Rights Act of 1968, as amended, prohibits discrimination against any person on the basis of race, color, religion, sex, disability, familial status or national origin in the sale or rental of units in the housing market.

For more information on fair housing or to report possible fair housing discrimination, call the Texas Workforce Commission at (888) 452-4778 or (512) 463-2642 TTY: 512-371-7473.