



Non-Discrimination Ordinance

Presented by

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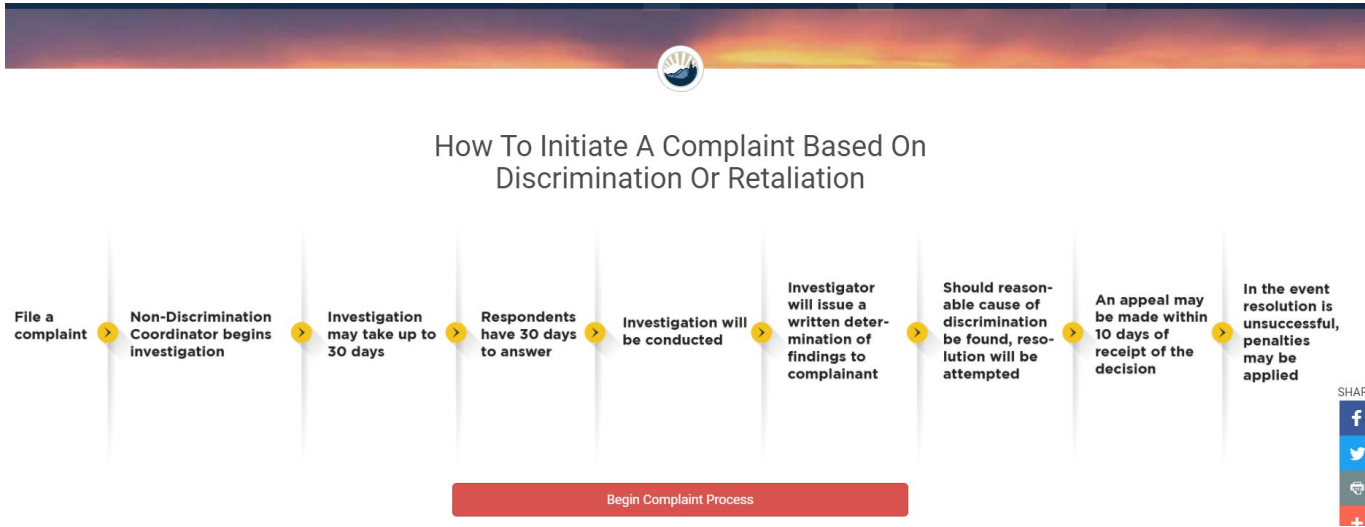


NDO Overview

- ✓ How it works
- ✓ When it goes into effect
- ✓ Lessons learned from other municipalities



Website



Live July 1

- Walks community through process
- Includes answers to frequently asked questions
- Has online complaint process
- Will be managed by administrative coordinator
- Information in English, Spanish, Russian
- Online complaint will be upgraded with new technology platform included in proposed FY22 budget



How to Access Website



Contact

Email

Commissioners
County Manager
How are we doing?
Communications
Public Information Officer
Register of Deeds
Webmaster

Report

Adult/Child Abuse
Animal Bite
Communicable Disease
Deceased Voter Notification
File Discrimination Complaint
Illegal Dumping
Public Records Request

Do Business

Apply/Pay For

Board/Commission Vacancies
Building Permits
Development Checklist
Permits Fee Schedule
Job Openings
NCWorks Career Center
Online Vendor Registration
Occupancy Tax
Property Tax
Public Parking
Vital Records

Bid On

County Owned Property
County Projects
Surplus Property
Tax Foreclosure

Explore

Applications

Development Mapper
Discover Buncombe
Full GIS Access
Open Data Explorer
Parcel Lookup
Permits & Inspections Portal
Police to Citizen
Record Lookup
Representative Finder
Tax Lookup
Vital Records Request

Social Outlets

YouTube
Facebook
Instagram



Website

Step 1

File a complaint here or contact the Buncombe County Non-Discrimination Coordinator and initiate the complaint.

TBA, Non-Discrimination Coordinator
Buncombe County Government
200 College St.
Asheville, North Carolina 28801

[\(828\) 250-XXXX](tel:(828)250-XXXX)
NAME@buncombecounty.org

Step 2

The Non-Discrimination Coordinator will have 30 days to begin an investigation following the filing of a complaint.

Step 3

Respondents may file an answer to the complaint within 30 days of receiving a copy of the complaint.

Step 4

The investigation will be conducted promptly through the gathering of evidence, interviewing of witnesses, and appropriate documentation of all facts in evidence.

Step 5

Upon completion of the investigation the investigator will, using preponderance of the evidence standards, issue a written determination of findings, which shall be provided to the complainant within 10 days of issuance.

Step 6

Should reasonable cause to believe an unlawful discriminatory practice be found, resolution of the complaint by conference, conciliation, and/or persuasion will be attempted. An appeal may be made to a panel consisting of an assistant county manager, staff attorney, and strategic partnerships director. Appeals must be made in writing and delivered to the Board Clerk within 10 days of receipt of the decision.

Step 7

In the event that resolution is unsuccessful, penalties may be applied. All proceeds will be distributed to the Asheville City and Buncombe County Schools.

Buncombe County prohibits retaliation and any claim of retaliation based on a complaint initiated pursuant to this policy should be immediately reported and such complaint will be investigated and addressed promptly.



Online Complaint Form

Discrimination Complaint Form

Complete this form to file a complaint of discrimination at any place of public accommodation located in Buncombe County, or to file a complaint of discrimination with respect to a Buncombe County Government program or activity. There is no cost to file a complaint.

Your discrimination complaint will be reviewed by a specialist to determine if it alleges acts that might violate Article VI of the Buncombe County Non-Discrimination Ordinance; Title VI of the Civil Rights Act of 1964, as amended; section 504 of the Rehabilitation Act of 1973, as amended; the Age Discrimination Act of 1975, as amended.

* Required

1. Name (First, Middle, Last) *

2. Email address *

3. Street address *

