

DEI & Title VI Compliance

The Village Manager serves as Title VI Compliance Coordinator for the Village of Lake Orion. He also currently serves on the Michigan Municipal Executives Diversity, Equity, and Inclusion (DEI) Committee.

The American Psychological Association defines diversity, equity, and inclusion as follows:

"Equity, diversity, and inclusion (EDI) is a conceptual framework that promotes the fair treatment and full participation of all people, especially populations that have historically been underrepresented or subject to discrimination because of their background, identity, disability, etc.

Equity involves providing resources according to the need to help diverse populations achieve their highest state of health and other functioning.

Diversity refers to the representation or composition of various social identity groups in a work group, organization, or community.

Inclusion strives for an environment that offers affirmation, celebration, and appreciation of different approaches, styles, perspectives, and experiences." (Source: <https://www.apa.org/topics/equity-diversity-inclusion>)

By ordinance, the Village of Lake Orion prohibits any person from being discriminated against in local employment, housing, or public accommodation because of actual or perceived race, color, religion, national origin, sex, age, height, weight, condition of pregnancy, marital status, physical or mental limitation, source of income, family status, sexual orientation or gender identity. The village adopted its **Human Rights Ordinance** in 2016 to reinforce its commitment to diversity, equity, and inclusion (DEI) within our community.

In 1964, Michigan became the first state in the nation to enshrine civil rights protections in its state constitution. At the state level, the Michigan Civil Rights Commission, through the **Michigan Department of Civil Rights**, is responsible for investigating complaints of discrimination and for securing equal protection under the law. The **Michigan Elliott-Larsen Civil Rights Act**, as amended, provides additional protections against discrimination for Michigan residents.

As a recipient of federal funds, the village also adheres to **Title VI of the United States Civil Rights Act of 1964 (42 U.S.C. 200d)**, and other federal non-discrimination regulations. Title VI resources include:

- **Lake Orion Title VI Non-Discrimination Plan**
- **MDOT Title VI Information**
- **MDOT Title VI Complaint Form** and **Complaint Procedures and Investigation Guidelines**
- **I-Speak Language Flashcard**
- **University of Michigan Language Resource Center**

Additional federal statutes to which the village adheres when applicable include **Title VII of the Civil Rights Act**, the **Pregnancy Discrimination Act of 1978**, the **Equal Pay Act of 1963**, the **Age Discrimination in Employment Act of 1967**, the **Americans with Disabilities Act of 1990**, the **Rehabilitation Act of 1973**, the **Genetic Information Nondiscrimination Act of 2008**, and the **Pregnant Workers Fairness Act of 2022**, among others. The **US Equal Employment Opportunity Commission** (EEOC) is responsible for investigating complaints and taking enforcement action relating to these statutes.