



Pemiscot Progressive Industries

"Enhancing the lives of those who touch ours."

201 S Pemiscot Street
P.O. Box 475
Hayti, MO 63851

Office (573) 359-1551
Fax (573) 359-1560
ppisw.com

Equal Employment Opportunity Policy

It is the policy of Pemiscot Progressive Industries, also known as PPI, not to discriminate against any applicant for employment or any employee on the basis of age, color, sex, disability, national origin, race, religion, or veteran status. All employment is decided on the basis of qualifications, merit, and business needs.

PPI will take affirmative steps to ensure that the EEO Policy is implemented, with particular attention to advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, termination, furlough, promotion, recruitment, rehiring, social security activities, training, termination, transfer, updating and working conditions.

PPI will continue to convey to the employment entities with which it deals and in advertisements of employment opportunities that the foregoing is company policy and that all employment decisions are based solely on individual merit.

All current PPI employees are asked to encourage Qualified Disabled Persons, Minorities, Specially Disabled Veterans, and Vietnam Era Veterans to apply for employment, job training, or union accommodations for Qualified Disabled Persons.

It is PPI's policy that all company activities, facilities, and workplaces are non-segregated. Separate or single-user restrooms and changing rooms are provided to ensure privacy.

It is PPI's policy to ensure and maintain a work environment that is free from coercion, harassment, and intimidation at all work sites and in all facilities where employees are assigned to work. Any violation of the policy should be reported immediately to your supervisor or company EEO officer.

EEO Officer: Angela Hudgens

Address: 201 S Pemiscot St. PO Box 475 Hayti, MO 63851

Phone: 573-359-1551

Angela Hudgens
Signature

May 25, 2022
Date

Language Assistance Services

ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-301-443-5636 .

The Health Resources and Services Administration (HRSA) complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The HHS nondiscrimination notice lists the services available to you and how to file a complaint if you feel that HHS has failed to provide these services or discriminated in another way.

HRSA:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - Qualified sign language interpreters
 - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services, contact the U.S. Department of Health and Human Services (HHS) at 1-301-443-5636.

If you believe that HRSA has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the [Office for Civil Rights Complaint Portal](#), or by mail or phone at:

U.S. Department of Health and Human Services
200 Independence Avenue, SW
Room 509F, HHH Building
Washington, D.C. 20201
1-800-368-1019, 800-537-7697 (TDD)



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Title VI/ADA Policy

Title VI/ADA of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance. Specifically, Title VI/ADA provides that "no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance" (42 U.S.C. Section 2000d).

PPI is committed to ensuring that no person is excluded from participation in or denied the benefits of its transit services on the basis of race, color, or national origin, as protected by the Title VI/ADA in Federal Transit Administration (FTA) Circular 4702.1.A. ***If you feel you are being denied participation in or being denied benefits of the transit services provided by PPI, or otherwise being discriminated against because of your race, color, or national origin, gender, age, or disability, you may contact the Director at our office at Pemiscot Progressive Industries 201 S. Pemiscot St., PO Box 475, Hayti, MO 63851, or call 573-359-1551.***

Title VI/ADA Policy Notice to the Public

Pemiscot Progressive Industries (PPI) gives public notice that it complies with the Title VI/ADA of the Civil Rights Act of 1964 and all related statutes. Title VI/ADA provides that "no person in the United States shall, on the grounds of race, color, or national origin, be excluded from the participation in, be denied the benefits of, or be subject to discrimination under any program or activity receiving Federal financial assistance." PPI operates its program and services without regard to race, color, and national origin in accordance with the Title VI/ADA.

For more information on PPI's Title VI/ADA Program, obligations, procedures and/or to file a complaint, please

- Call 573-359-1551
- Mail complaint form to:
Angela Hudgens, Director
Title VI/ADA Coordinator
Pemiscot Progressive Industries
PO Box 475
Hayti, MO 63851, or
Visit or office at 201 S. Pemiscot Street, Hayti, MO 63851

A complaint may also be filed directly with the Federal Transit Administration or the U.S. Department of Transportation at. These addresses are:

Federal Transit Administration Office of Civil Rights
Attention: Title VI Program Coordinator
East Building, 5th Floor-TCR
1200 New Jersey Ave., SE
Washington, DC 20590

US Department of Transportation
Federal Transit Administration Office of Civil Rights
1760 Market Street, Suite 500
Philadelphia, PA 19103-4124

If information is needed in another language, please call (573-359-1551).

Si se necesita información en otro idioma, por favor llame al (573-359-1551).

How to File a Title VI Complaint

If information is needed in another language, please call (573-359-1551).

Si se necesita información en otro idioma, por favor llame al (573-359-1551).

Any person who believes she or he has been discriminated against on the basis of race, color, or national origin by PPI, may file a Title VI complaint by completing and submitting PPI's Title VI Complaint Form. PPI investigates all completed complaint forms that are filed no later than 180 calendar days following of the incident in question.

How to file a complaint:

- A complaint can be filed in writing and mailed to the following address:
Angela Hudgens, Director
Title VI Coordinator
Pemiscot Progressive Industries
PO Box 475
Hayti, MO 63851
 - The preferred method is to file a complaint in writing by completing PPI's Complaint Form.
 - If you do not use PPI's Title VI Complaint Form, your written complaint must be signed and at minimum contain the following:
 1. Contact information including name, mailing address, telephone number(s) and email address, etc.
 2. A description of how, when, where, and why you believe you were discriminated against including location, names, and contact information of any witnesses; and
 3. Other information that you deem significant or important.
- A complaint can be filed verbally by calling Angela Hudgens, Title VI Coordinator at (573) 359-1551.
- You also have the right to file a complaint with an external entity such as the Department of Transportation (DOT), a federal or state agency, or a federal or state court.

ADA Procedure:

1. When a complaint is received by PPI, the Title VI Coordinator will provide written acknowledgement within ten (10) days by registered mail. If a complaint is incomplete, additional information will be requested, and a Complainant will be provided thirty (30) business days to submit the required information. If the information is not received within 30 business days, the case can be administratively closed by PPI. A case can also be administratively closed if the complainant no longer wishes to pursue their case.
2. Should a complaint be filed with PPI and an external entity simultaneously, the external complaint shall supersede PPI's complaint and PPI's complaint procedures will be suspended pending the external entity's findings.

How to File a Title VI Complaint

3. Within fifteen (15) business days from receipt of a complete complaint, a determination will be made if the complaint has sufficient merit to warrant investigation as a Title VI complaint. The Complainant will be notified of the decision, by registered mail within five (5) days of the date the decision is made. If the decision is not to investigate as a Title VI complaint, the notification shall specifically state the reason for the decision.
4. Investigation
 - a) The investigation will address complaints against PPI and be conducted in conjunction with and under the advice of the City Administrator.
 - b) The investigation may include discussion(s) of the complaint with all affected parties to determine the problem. The Complainant may be represented by an attorney or other representative of his/her own choosing and may bring witnesses and present testimony and evidence in the course of the investigation.
 - c) The investigation will be conducted and completed within sixty (60) days of the acceptance of the formal complaint.
 - d) Based upon all the information received, and investigation report will be written.
5. The Complainant will receive a letter stating the final decision by the end of the 60-day limit.
6. The Complainant shall be notified of his/her right to appeal the decision.

**Pemiscot Progressive Industries, Inc.
Title VI
Complaint Form**

Complaints must be filed within 180 days of the alleged act of discrimination.

Section I

Name: _____

Address: _____

Telephone Numbers:

(Home) _____ (Work) _____ (Cell) _____

Electronic Mail Address: _____

Accessible Format Requirements?

Large Print _____ Audio tape _____

TDD _____ Other _____

Section II

Are you filing this complaint on your own behalf?

Yes ____ No ____

[If you answered "yes" to this question, go to Section III.]

If not, please supply the name and relationship of the person for whom you are complaining:

Please explain why you have filed for a third party. _____

Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party.

Yes ____ No ____

Section III

I believe that the discrimination experienced was based on (check all that apply):

☐ Race ☐ Color ☐ National Origin (includes Limited English Proficiency)

Date of alleged discrimination (Month, Day, Year): _____

Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved and include the name and contact information of the person(s) who discriminated against you (if known) as well as names and contact information of any witnesses. If more space is needed, please use the back of the form or another sheet of paper.

Section IV

Have you previously filed a Title VI complaint with Pemiscot Progressive Industries (PPI)?
Yes ☐ No ☐

Section V

Have you filed this complaint with any other Federal, State, or local agencies, or with any Federal or State court? ☐ yes ☐ no If yes, check all that apply and provide the name and agency or

court: ☐ Federal Agency: _____; Federal Court: _____;

☐ State Agency _____; Local Agency _____

Please provide information about a contact person at the agency/court where the complaint was filed.

Name: _____ Title: _____

Agency: _____ Telephone Number: _____

Address: _____

Section 6

You may attach any written materials or other information that you think is relevant to your complaint.

I affirm that I have read the above and that it is true to the best of my knowledge, information, and belief.

Signature and date required.

Complainant's Signature

Date

Please submit this form and any additional materials in person or mail to:

ATTN: Angela Hudgens, Title VI Coordinator
Pemiscot Progressive Industries
201 S. Pemiscot Street
PO Box 475
Hayti, MO 63851

Pemiscot Progressive Industries use only: Date Received:

Person receiving complaint: