



**Area Agency on Aging** 

Integrity. Independence. Quality of Life.

We are your **senior resource connection**

in Allen, Auglaize, Hancock, Hardin, Mercer, Putnam  
and Van Wert counties.

---

## APPLICABLE FEDERAL LAWS

The Area Agency on Aging undertakes to fully comply with all applicable federal, state, and local laws relating to equal opportunity, affirmative action and nondiscrimination in public services under the following laws and regulations:

### **The Older Americans Act of 1965 as amended**

Section 306(a)(4)(A)(i) and (ii) provides in part that the Area Agency on Aging (hereafter the Agency) will set specific objectives for providing services to older individuals with greatest economic need and older individual with greatest social need and include specific objectives for providing services to low-income minority individuals, and individuals residing in rural areas. The Act states that the Agency set specific objectives (for service providers) for providing services to low-income minority individuals within the planning and service area; the Agency is responsible for requiring providers to meet established objectives.

### **The Civil Rights Act of 1964 as amended**

#### **Title VI - Nondiscrimination in Federally Assisted Programs:**

Title VI specifically states 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."

Under this title every agency that receives federal money which provides financial assistance through grants, loans, or contracts is required to eliminate discrimination on the grounds of race, color, or national origin in these programs. Failure by an agency to carry out the requirements of this title may result in terminating or refusal to grant further assistance to such programs. The Ohio Department of Aging and the federal Office for Civil Rights is responsible for enforcing Title VI.

#### **Title VII – Nondiscrimination in Employment**

Title VII forbids employment discrimination on the basis of race, color, religion, sex (including sexual harassment), and national origin, and requires equal treatment in all phases of employment that includes hiring, promotion, termination, training programs, and job assignments. The enforcement agencies are the federal Equal Employment Opportunity Commission and the United States Department of Labor, Office of Federal Contract Compliance.

### **The Age Discrimination Act of 1975**

Prohibits discrimination on the basis of age in programs or activities receiving federal financial assistance.

### **The Rehabilitation Act of 1973 as amended**

---

A United Way funded agency. A funding agency of the Ohio Department of Aging.

200 East High Street, 2nd Floor • Lima, Ohio 45801 • 419.222.7723 • 1 800.653.7723 • fax 419.222.6212 • [www.aaa3.org](http://www.aaa3.org)