

How to file a complaint or obtain additional information

If you have a complaint, you may file a signed, written complaint form up to 180 days from the date of the alleged discrimination.

The complaint should include:

- Your name, address and telephone number.
- The name and address of the agency, institution, or department you believe discriminated against you.
- How, why, and when you believe you were discriminated against. Include as much specific, detailed information as possible about the alleged acts of discrimination, and any other relevant information.
- The names of any persons, if known, whom the City of St. Charles may contact for clarity of your allegations.

A complaint form and process information can be found at www.stcharlescitymo.gov.

Please submit your complaint to the following address:

City of St. Charles, Missouri
Title VI Coordinator
200 North Second Street
St. Charles, Missouri 63301
Telephone: (636) 949-3262
Fax: (636) 969-3267

What do EJ standards require?

EJ is primarily concerned with identifying and avoiding discrimination and avoiding disproportionately high and adverse effects on minority populations and low-income populations. In order to meet these standards entities should:

- identify and evaluate environmental, public health, and interrelated social and economic effects of programs, policies, and activities;
- propose measures to avoid, mitigate, or minimize disproportionately high environmental and public health effects and interrelated social and economic effects;
- consider alternatives to proposed programs, policies, and activities, where such alternatives would result in avoiding and/or minimizing disproportionately high and adverse human health and environmental impacts;
- elicit public involvement opportunities, including solicitation of input from affected minority and low-income populations in considering alternatives.

Environmental Justice What It Means

“Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.”

Martin Luther King, Jr.



The City of St. Charles's Environmental Justice commitment

As part of its Title VI Plan, it is the primary goal of the City of St. Charles to ensure that all staff, subrecipients, and service beneficiaries are aware of and comply with the provisions of and requirements under Title VI, including the federal standards and policies regarding Environmental Justice (EJ).

The City is readily available to provide you with technical assistance, resources, guidance, and any other information regarding Environmental Justice and Title VI, and our programs will be appropriately assessed for EJ impacts. Please do not hesitate to call the City Hall for further assistance.

What is Environmental Justice?

Environmental Justice refers to the Federal government policy that all agencies will identify and address disproportionately high and adverse human health or environmental effects of their policies, programs, and activities on minority populations and low-income populations. This policy was promulgated in 1994 through Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations.

The order provides that: "each agency shall make achieving environmental justice part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority populations and low-income populations."

What is "disproportionately high and adverse impact"?

Disproportionately high impact means an adverse effect that:

- is predominately borne by a minority population and/or low-income population, or
- will be suffered by the minority population and/or low-income population and is appreciably more severe or greater in magnitude than the adverse effect that will be suffered by the non-minority and/or non-low-income population.

Examples of an "adverse impact" are:

- The denial of, reduction in, or significant delay in the receipt of, benefits of Department of Transportation programs, policies, or activities.
- Bodily impairment, infirmity, illness, or death.
- Air, noise, and water pollution.
- Soil contamination.
- Destruction or disruption of availability of public and private facilities and services.
- Vibration.
- Adverse employment effects.
- Displacement of persons, businesses, farms, or nonprofit organizations.
- Increased traffic congestion, isolation, exclusion, or separation of minority or low-income individuals within a given community or from the broader community.

Who is required to comply with EJ standards?

Any entity that administers or otherwise engages in programs, policies, and activities that may affect minority populations or low-income populations.

Who is protected by EJ standards?

- Minority populations—any readily identifiable groups of minority persons who live in geographic proximity, and if circumstances warrant, geographically dispersed/transient persons who will be similarly affected by a proposed program, policy or activity.
- Low-income populations—any readily identifiable group of low-income persons who live in geographic proximity, and, if circumstances warrant, geographically dispersed/transient persons who will be similarly affected by a proposed program, policy or activity.