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CITY OF SILVERTON  
306 SOUTH WATER STREET  
SILVERTON, OR 97381  
(503) 874-2207

# Title VI Report

November 2018

## Table of Contents

Summary.....	1
Posted Notices.....	2
Complaint Procedures.....	3
Complaint Forms.....	5
Public Participation Plan.....	10
Language Assistance Plan.....	11
Racial Composition.....	14

## Summary of City of Silverton Title VI Report

The Silver Trolley is operated by the City of Silverton's Community Development Department and provides demand responsive (dial-a-ride) curb-to-curb service for the senior, disabled, special needs, youth, economically disadvantaged, and the general public. The Trolley strives to maximize use convenience for the greatest number of riders. To ensure the service is available to all, the vehicles have been provided with entrance lifts and other upgrades in order to meet the standards of the Americans with Disabilities Act (ADA).

Title VI Notices are posted in the three vehicles the City operates, in the lobby where dispatch is located and on the Silver Trolley's website. The Notices are both in English and Spanish. Title VI complaint procedures and complaint forms are also located in all three vehicles, dispatch lobby and on the Silver Trolley's website. As of November 2018, no Title VI investigations, complaints or lawsuits have been filed. The City conducts outreach through print media being available in the City Hall lobby where citizens pay their Water Bill. The City has two full-time employees who are fluent in Spanish and dispatch and other staff members are aware to utilize this resource when necessary.

The Silver Trolley does not have any sub-recipients. No facilities for the Silver Trolley have been constructed in the past three years.

As a policy, the City of Silverton assures compliance with Title VI.

Sincerely,

A handwritten signature in blue ink that reads "Jason Gottgetreu".

Jason Gottgetreu  
Community Development Director  
City of Silverton  
306 South Water St  
Silverton, OR 97381

## Notifying the Public of Rights Under Title VI

# City of Silverton

The City of Silverton operates its programs and services without regard to race, color, and national origin in accordance with Title VI of the Civil Rights Act. Any person who believes she or he has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with the City of Silverton.

- For more information on the City of Silverton's civil rights program, and the procedures to file a complaint, contact the City's Assistant to City Manager/Human Resources Coordinator at 503-874-2204; email [Egray@silverton.or.us](mailto:Egray@silverton.or.us) ; or visit our administrative office at 306 South Water Street, Silverton OR 97381 For more information, visit [www.silverton.or.us](http://www.silverton.or.us)
- A complainant may file a complaint directly with the Federal Transit Administration by filing a complaint with the Office of Civil Rights, Attention: Title VI Program Coordinator, East Building, 5th Floor-TCR, 1200 New Jersey Ave., SE, Washington, DC 20590
- If information is needed in another language, contact 503-873-5321.
- Si se necesita información en otro idioma, el contacto 503-873-5321.



## Notificación al Público de los Derechos Bajo el Título VI

# Ciudad de Silverton

- La ciudad de Silverton opera sus programas y servicios sin tener en cuenta raza, color y origen nacional, de conformidad con el Título VI del Acta de Derechos Civiles. Cualquier persona que cree que él o ella ha sido agraviada por cualquier práctica discriminatoria ilegal bajo el Título VI puede presentar una queja con la ciudad de Silverton.
- Para más información sobre el programa de derechos civiles de la ciudad de Silverton, y los procedimientos para presentar una queja, comuníquese con la Asistente a la Gerenta Municipal / Coordinadora de Recursos Humanos al 503-874-2204; [Egray@silverton.or.us](mailto:Egray@silverton.or.us) de correo electrónico; o visite nuestra oficina administrativa en 306 South Water Street, Silverton OR 97381. Para obtener más información, visite [www.silverton.or.us](http://www.silverton.or.us)
- Un demandante puede presentar una queja directamente con la Administración Federal de Tránsito mediante la presentación de una queja ante: Office of Civil Rights, Attention: Title VI Program Coordinator, East Building, 5th Floor-TCR, 1200 New Jersey Ave., NW, Washington, DC 20590
- Office of Civil Rights-MS 23 3930 Fairview Industrial Drive SE Salem, OR 97302
- Si se necesita información en otro idioma, llame a 503-873-5321.





## City of Silverton Title VI Complaint Procedures

Any person who believes she or he has been discriminated against on the basis of race, color, or national origin by the City of Silverton Transit Division (hereinafter referred to as “the Division”) may file a Title VI complaint by completing and submitting the agency’s Title VI Complaint Form. The City of Silverton Assistant to City Manager/Human Resources Coordinator investigates complaints received no more than 180 days after the alleged incident. The Director will process all complaints that are submitted.

Once the complaint is received, the Director will review it to determine if our office has jurisdiction. The complainant will receive an acknowledgement letter informing her/him whether the complaint will be investigated by our office. The Director has 21 days to investigate the complaint. If more information is needed to resolve the case, the Director may contact the complainant. The complainant has 14 business days from the date of the letter to send requested information to the investigator assigned to the case. If the investigator is not contacted by the complainant or does not receive the additional information within 14 business days, the Director can administratively close the case. A case can be administratively closed also if the complainant no longer wishes to pursue their case.

After the investigator reviews the complaint, she/he will issue one of two letters to the complainant: a closure letter or a letter of finding (LOF). A closure letter summarizes the allegations and states that there was not a Title VI violation and that the case will be closed. An LOF summarizes the allegations and the interviews regarding the alleged incident, and explains whether any disciplinary action, additional training of the staff member, or other action will occur. If the complainant wishes to appeal the decision, she/he has 14 days after the date of the letter or the LOF to do so.

A person may also file a complaint directly with the Federal Transit Administration, change address to match public notice?

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

Office of Civil Rights-MS 23 3930 Fairview Industrial Drive SE Salem, OR 97302



## Ciudad de Silverton Procedimientos de Quejas del Título VI

Cualquier persona que cree que él o ella ha sido víctima de discriminación en base a raza, color, u origen nacional por la División de Tránsito de la ciudad de Silverton (en lo sucesivo, "la División") puede presentar una queja del Título VI, completando y enviando el Formulario de Quejas del Título VI de la agencia. La Asistente a la Gerenta Municipal / Coordinadora de Recursos Humanos investiga las quejas recibidas no más tardar 180 días después del supuesto incidente. La Coordinadora va a procesar todas las quejas presentadas..

Cuando recibe la queja, La Coordinadora la revisará para determinar si nuestra oficina tiene jurisdicción. El demandante recibirá una carta de acuse de recibo informando a él / ella si la queja será investigada por nuestra oficina. La Coordinadora tiene 21 días para investigar la denuncia. Si se necesita más información para resolver el caso, La Coordinadora podrá ponerse en contacto con el demandante. El demandante tiene 14 días hábiles desde la fecha de la carta para enviar la información solicitada de el investigador asignado al caso. Si el investigador no está en contacto con el reclamante o no reciba la información adicional dentro de los 14 días hábiles, La Coordinadora r puede cerrar el caso administrativamente. Un caso puede ser cerrado administrativamente también si el demandante ya no desea seguir su caso.

Después de que el investigador revisa la queja, él / ella va a emitir una de las dos cartas a la denunciante: una carta de cerrar el caso o una carta de resultado (en ingles, "Letter of Finding" o "LOF"). Una carta de cerrar el caso resume las alegaciones y explica que no se encontró una violación de Título VI, y que se considera el caso cerrado. Una carta de resultado resume las alegaciones y también las entrevistas en la investigación; también explica si habrá acción disciplinaria, entrenamiento del personal, u otro tipo de acción. Si el demandante desea apelar la decisión, él / ella tiene 14 días después de la fecha de la carta de cerrar el caso o carta de resultado.

Una persona también puede presentar una queja directamente con la Administración Federal de Tránsito, en FTA Office of Civil Rights-MS 23 3930 Fairview Industrial Drive SE Salem, OR 97302.

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

Office of Civil Rights-MS 23 3930 Fairview Industrial Drive SE Salem, OR 97302

# City of Silverton Title VI Complaint Form

## Section I:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone (Home): \_\_\_\_\_ Telephone (Work): \_\_\_\_\_

Email Address: \_\_\_\_\_

Accessible Format Requirements?(Circle any that are required): 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

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

Race  Color  National Origin

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. 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 this form.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Section IV:**

Have you previously filed a Title VI complaint with this agency? \_\_\_ Yes \_\_\_ No

**Section V**

Have you filed this complaint with any other Federal, State, or local agency, or with any Federal or State court? \_\_\_ Yes \_\_\_ No

If yes, check all that apply: \_\_\_ Federal Agency \_\_\_\_\_  
\_\_\_ Federal Court \_\_\_\_\_  
\_\_\_ State Court \_\_\_\_\_  
\_\_\_ State Agency \_\_\_\_\_  
\_\_\_ Local Agency \_\_\_\_\_

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

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Agency: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

**Section VI:**

Name of agency complaint is against: \_\_\_\_\_

Contact person: \_\_\_\_\_

Title: \_\_\_\_\_

Telephone number: \_\_\_\_\_

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

Signature and date required below

\_\_\_\_\_

Signature

Date

Please submit this form in person at the address below, or mail this form to:  
City of Silverton, Assistant to City Manager/Human Resources Coordinator  
306 South Water Street  
Silverton, OR 97381  
EGray@Silverton.or.us



# Ciudad de Silverton: Formulario de Queja de Título VI

## Sección I:

Nombre: \_\_\_\_\_

Dirección: \_\_\_\_\_

Teléfono (casa): \_\_\_\_\_ Teléfono (Trabajo): \_\_\_\_\_

Dirección de correo electrónico: \_\_\_\_\_

Marca si necesita otro formato (con circulo) Formatea (Círculo de cualquier que se requieren): Letra grande, cinta de audio, TDD, Otro:

\_\_\_\_\_

## Sección II:

¿Está usted presentando esta queja en su propio nombre?  Si \*  No

\* Si usted contestó "sí" a estas preguntas, pase a la Sección III

Si no es así, favor de proporcionar el nombre y la relación a la persona para la cual se está quejando:

\_\_\_\_\_

Por favor, explique por qué usted ha presentado para un tercero:

\_\_\_\_\_

\_\_\_\_\_

Por favor, confirme que ha obtenido el permiso de la parte perjudicada, si usted está presentando en nombre de un tercero:  Sí  No

## Sección III:

Creo que la discriminación que experimenté fue basada en (marque todo lo que corresponda):

Raza  Color  de Origen Nacional

Fecha de la discriminación alegada (Mes, Día, Año): \_\_\_\_\_

Explique lo más claramente posible lo que pasó y por qué cree que fue discriminado. Describir todas las personas que estuvieron involucradas. Incluya el nombre y la información de contacto de la persona (s) que lo discriminó (si se conoce), así como los nombres y la información de los testigos en contacto. Si se necesita más espacio, por favor use el reverso de este formulario.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Sección IV:**

¿Ha presentado anteriormente una queja del Título VI con esta agencia? \_\_\_ Sí \_\_\_ No

**Sección V**

¿Ha presentado esta queja con cualquier otro federal, estatal o local, o ante cualquier tribunal federal o estatal? \_\_\_ Sí \_\_\_ No

En caso afirmativo, marque todo lo que corresponda:

\_\_\_ Agencia Federal \_\_\_\_\_

\_\_\_ Corte Federal \_\_\_\_\_

\_\_\_ Corte Estatal \_\_\_\_\_

\_\_\_ Agencia Estatal \_\_\_\_\_

\_\_\_ Agencia Local \_\_\_\_\_

Favor de proporcionar información acerca de una persona de contacto en la agencia / tribunal donde se presentó la queja.

Nombre: \_\_\_\_\_

Título: \_\_\_\_\_

Agencia: \_\_\_\_\_

Dirección: \_\_\_\_\_

Teléfono: \_\_\_\_\_

**Sección VI:**

Nombre de la agencia de que Ud. está quejando: \_\_\_\_\_

Persona de contacto: \_\_\_\_\_

Título: \_\_\_\_\_

Teléfono: \_\_\_\_\_

Puede adjuntar cualquier material escrito o cualquier otra información que usted considere relevante para su queja.

Firma y fecha requerida abajo

\_\_\_\_\_

Firma

Fecha

Por favor, trae formulario en persona en la dirección indicada más abajo, o envíe por correo o correo electrónico:

Asistente a la Gerenta Municipal / Coordinadora de Recursos Humanos

Assistant to City Manager/Human Resources Coordinator

306 South Water Street

Silverton, OR 97381

[egray@silverton.or.us](mailto:egray@silverton.or.us) ?

# Public Participation Plan

The City periodically does outreach to ascertain the effectiveness of the Silver Trolley service and to see if there are any desired changes to the service. The City also advertises the Trolley service through print media being available in the City Hall lobby where citizens pay their Water Bill.

Recently a farm worker housing development was constructed in Silverton. The City conducted outreach to the property owner and property manager to inform the residents of the Silver Trolley Service.

The strategy to engage minority and limited English proficient (LEP) populations during the next outreach effort is to continue to coordinate with organizations that have a sizeable minority and LEP populations, such as the local churches and Silverton Together. Outreach surveys will be prepared in both English and Spanish.

The City held a meeting with Somos Hispanas Unidas in May 2018. Somos Hispanas Unidas is a local non-profit that aims to strengthen the Hispanic family through education, their civic participation and the active presence of their members in their communities and improve the social and economic welfare of the Hispanic family based on the recognition and defense of their civil rights and equal opportunities. A portion of the meeting was sharing information on the Silver Trolley with the participants indicating they would forward the information on to their network and through local churches.

The City sends out the below message with Silver Trolley Information Brochures to groups that have minority and LEP populations.

The City periodically conducts outreach to ensure Silverton residents are aware of the Silver Trolley Service. Attached are brochures that are available to print or email. Let me know if you would like us to print and drop some by.

The City operates the Silver Trolley, which is a free demand responsive transportation service open to anyone needing transportation within the City of Silverton. The Trolley is a free dial-a-ride service, meaning one must call ahead and make a ride reservation to use the service. Reservations for transportation are made in advance. Ride reservations are granted on a first come, first served basis and can be made up to 30 days in advance. Due to the demand for service, it is highly recommended that requests be made as early as possible. Pick up is at the main door on the ground floor of the pick-up location or other pre-arranged location. The driver may arrive within ten minutes before or after the arranged pick up time. The Trolley is a shared ride service, meaning that other riders may be picked up or dropped off during the ride, therefore be sure to allow extra time to reach your destination. When a reservation is made, a return trip reservation should be made at the same time. In the case of medical or salon appointments, the return time will be made based on the estimated length of your appointment. Failure to establish a return time in advance may result in transportation not being available to take one home.

# Language Assistance Plan

## Four Factor Test

1. *The number or proportion of LEP persons eligible to be served or likely to be encountered by the program or grantee;*

In 2010, the City of Silverton has a population of 9,222. The following is 2016 ACS data regarding English proficiency.

Subject	Silverton city, Oregon											
	Total		Percent		Percent of specified language speakers							
	Estimate	Margin of Error	Estimate	Margin of Error	Speak English only or speak English "very well"		Percent speak English only or speak English "very well"		Speak English less than "very well"		Percent speak English less than "very well"	
					Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population 5 years and over	8,907	+/-207	(X)	(X)	8,738	+/-221	98.1%	+/-1.1	169	+/-95	1.9%	+/-1.1
Speak only English	7,942	+/-401	89.2%	+/-3.7	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Speak a language other than English	965	+/-329	10.8%	+/-3.7	796	+/-303	82.5%	+/-9.1	169	+/-95	17.5%	+/-9.1
<b>SPEAK A LANGUAGE OTHER THAN ENGLISH</b>												
Spanish	536	+/-278	6.0%	+/-3.1	412	+/-255	76.9%	+/-15.5	124	+/-88	23.1%	+/-15.5
5 to 17 years old	176	+/-228	2.0%	+/-2.6	176	+/-228	100.0%	+/-16.8	0	+/-17	0.0%	+/-16.8
18 to 64 years old	345	+/-112	3.9%	+/-1.3	224	+/-94	64.9%	+/-20.6	121	+/-87	35.1%	+/-20.6
65 years old and over	15	+/-26	0.2%	+/-0.3	12	+/-17	80.0%	+/-72.9	3	+/-11	20.0%	+/-72.9
Other Indo-European languages	243	+/-102	2.7%	+/-1.2	198	+/-91	81.5%	+/-14.4	45	+/-39	18.5%	+/-14.4
5 to 17 years old	15	+/-23	0.2%	+/-0.3	15	+/-23	100.0%	+/-76.6	0	+/-17	0.0%	+/-76.6
18 to 64 years old	187	+/-92	2.1%	+/-1.0	176	+/-87	94.1%	+/-8.7	11	+/-17	5.9%	+/-8.7
65 years old and over	41	+/-37	0.5%	+/-0.4	7	+/-12	17.1%	+/-32.1	34	+/-35	82.9%	+/-32.1
Asian and Pacific Island languages	186	+/-148	2.1%	+/-1.7	186	+/-148	100.0%	+/-16.0	0	+/-17	0.0%	+/-16.0
5 to 17 years old	0	+/-17	0.0%	+/-0.4	0	+/-17	-	**	0	+/-17	-	**
18 to 64 years old	186	+/-148	2.1%	+/-1.7	186	+/-148	100.0%	+/-16.0	0	+/-17	0.0%	+/-16.0
65 years old and over	0	+/-17	0.0%	+/-0.4	0	+/-17	-	**	0	+/-17	-	**
Other languages	0	+/-17	0.0%	+/-0.4	0	+/-17	-	**	0	+/-17	-	**
5 to 17 years old	0	+/-17	0.0%	+/-0.4	0	+/-17	-	**	0	+/-17	-	**
18 to 64 years old	0	+/-17	0.0%	+/-0.4	0	+/-17	-	**	0	+/-17	-	**
65 years old and over	0	+/-17	0.0%	+/-0.4	0	+/-17	-	**	0	+/-17	-	**
<b>CITIZENS 18 YEARS AND OVER</b>												
All citizens 18 years old and over	6,701	+/-338	(X)	(X)	6,596	+/-353	98.4%	+/-1.5	105	+/-102	1.6%	+/-1.5
Speak only English	6,145	+/-362	91.7%	+/-2.3	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Speak a language other than English	556	+/-151	8.3%	+/-2.3	451	+/-129	81.1%	+/-15.7	105	+/-102	18.9%	+/-15.7
Spanish	281	+/-115	4.2%	+/-1.7	221	+/-92	78.6%	+/-28.2	60	+/-95	21.4%	+/-28.2
Other languages	275	+/-104	4.1%	+/-1.5	230	+/-93	83.6%	+/-12.6	45	+/-39	16.4%	+/-12.6

According to ACS data there are 169 residents that speak a language other than English and speak English less than “very well”. There are 124 residents that speak Spanish and speak English less than “very well”. There are 45 citizens that speak Other Indo-European languages and speak English less than “very well”. There are 0 citizens that speak Asian and Pacific Island languages and speak English less than “very well”.

*2. The frequency with which LEP individuals come in contact with the program;*

The City has a standing Thursday group ride to the Silverton Senior Center that is made up of LEP individuals. Currently, the reservation is confirmed with an English speaking family member.

*3. The nature and importance of the program, activity, or service provided by the program to people's lives; and*

The Trolley offers mobility at no cost to anyone riding within the Urban Growth Boundary (UGB). This includes medical appointments, grocery shopping, hair appointments or any other service located within the UGB.

*4. The resources available to the grantee/recipient and costs.*

The City has an advertising line item within the Trolley fund that is available for LEP outreach.

*Language assistance services are provided, how LEP persons are informed, how the language access plan is monitored and updated, and how employees are trained to provide language assistance to LEP persons*

The City’s website and Trolley page offers versions in English, Arabic, Chinese (Simplified), Chinese (Traditional), Filipino, French, German, Greek, Hebrew, Hindi, Indonesian, Irish, Italian, Japanese, Korean, Portuguese, Russian, Spanish, Swedish, and Vietnam.

The City ran a newsletter article in the local paper in Spanish that detailed how the website feature works in the July edition.

The City Trolley brochures include the following relay service.

1-800-359-2703  
(Spanish to English and reverse)

Oregon Relay offers Spanish relay service for our Spanish-speaking customers. TTY users can type in Spanish and the conversations will be relayed in Spanish or English to the called party.

Oregon le ofrece el servicio de relevo a nuestros clientes en español. Los consumidores de TTY pueden escribir por máquina en español y las conversaciones serán retransmitidas en español y inglés.

The City sends out a message with Silver Trolley Information Brochures in English and Spanish to groups that have minority and LEP populations.

The City reviews available census data during each update of its Title VI Plan to determine whether adjustments to this LEP plan are required.

The City also has two full-time employees who are fluent in Spanish and dispatch and other staff members are aware to utilize this resource when necessary. Staff is also trained in the availability and to provide direction to the relay service.

# Racial Composition

The following is a breakdown of the racial composition of all non-elected planning boards, advisory councils or committees.

Minority Representation Table					
Body	Caucasian	Latino	African American	Asian American	Native American
Population	8304	893	75	154	107
Pop Percent	87.1%	9.4%	0.8%	1.6%	1.1%
Planning Commission	100%	0%	0%	0%	0%
Historic Landmarks Commission	100%	0%	0%	0%	0%
Tourism Promotion Committee	100%	0%	0%	0%	0%
Urban Renewal Agency	100%	0%	0%	0%	0%
Urban Renewal Advisory Committee	100%	0%	0%	0%	0%
Transportation Advisory Committee	100%	0%	0%	0%	0%
Budget Committee	100%	7%	0%	0%	0%

The City held a meeting with Somos Hispanas Unidas in May 2018. Somos Hispanas Unidas is a local non-profit that aims to strengthen the Hispanic family through education, their civic participation and the active presence of their members in their communities and improve the social and economic welfare of the Hispanic family based on the recognition and defense of their civil rights and equal opportunities. A portion of the meeting was sharing information on how the Hispanic community can be more informed on City Council matters by their group doing outreach in local churches and within their network on City Council meetings.

The City advertises to fill vacancies or accept applications when terms expire through the newspaper, city website, local TV, and chamber of commerce. The following language is used in the recruitment ads.

## CITY OF SILVERTON SEEKING VOLUNTEERS

The City of Silverton is seeking volunteers interested in serving on several City appointed Committees. Currently, there are positions available on the Planning Commission, Budget Committee, and the Transportation Advisory Committee. Terms for each Committee vary from three to four years.

Please visit the City website at [www.silverton.or.us/committees](http://www.silverton.or.us/committees) for information about each Committee and applicant requirements.

Applications must be submitted online at [www.silverton.or.us/volunteerapp](http://www.silverton.or.us/volunteerapp). The first review of applications will occur on Wednesday, November 21, 2018. Applications will continue to be accepted until all positions have been filled. If you have any questions please contact Angela Speier, Assistant to the City Manager/City Clerk at 503-874-2216 or via e-mail at [aspeier@silverton.or.us](mailto:aspeier@silverton.or.us).



There shall be no discrimination of applicants based on race, color, religion, sex, age, national origin, physical or mental disability, marital status, familial status, or membership in any other group protected by law in accordance with applicable federal, state, and local laws. The City of Silverton encourages participation in its affairs by all peoples, especially those who are under represented in public involvement.