

Maricopa County Department of Transportation Title VI Non-Discrimination Plan



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Introduction

Title VI of the Civil Rights Act of 1964 (Title VI), is the overarching civil rights law that prohibits discrimination based on race, color, or national origin, in any program, service or activity that receives federal assistance. Specifically, Title VI assures that “No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefit of, or be otherwise subjected to discrimination under any program or activity receiving federal assistance.”

Title VI has been broadened and supplemented by related statues, regulations and executive orders. Discrimination based on sex is prohibited by Section 324 of the Federal-Aid Highway Act, which is the enabling legislation of the Federal Highway Administration (FHWA). The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 prohibited unfair and inequitable treatment of persons as a result of projects that are undertaken with federal financial assistance. The Civil Rights Restoration Act of 1987 clarified the intent of Title VI to include all programs and activities of federal-aid recipient and contractors whether those programs or activities are federally funded or not.

In addition to statutory authorities, Executive Order 12898, “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations,” signed in February of 1994, requires federal agencies to achieve Environmental Justice as part of its mission by identifying disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority populations and low-income populations. Environmental Justice Initiatives are accomplished by involving the potentially affected public in the development of transportation projects or plans that fit within their communities without sacrificing safety or mobility. In 1997, the U.S. Department of Transportation (USDOT) issued a corresponding DOT order to summarize and expand upon the requirements of Executive Order 12898.

Also, Executive Order 13166, “Improving Access to Services for Persons with Limited English Proficiency (LEP),” requires Maricopa County Department of Transportation (MCDOT) to provide access to individuals with limited ability to speak, write, or understand the English language.

As a recipient of federal financial assistance, MCDOT will not restrict an individual in any way from the enjoyment of any advantage or privilege enjoyed by others receiving any service, financial aid, or other benefit under its programs or projects. Individuals may not be subjected to criteria or methods of administration which cause adverse impact because of their race, color, or national origin, or have the effect of defeating or substantially impairing accomplishment of the objectives of the program because of race, color, or national origin.

Therefore, based on federal guidance, the main components of the MCDOT Title VI Program include:

1. Assignment of roles, responsibilities, and procedures for ensuring compliance with Title VI of the Civil Rights Act of 1964, and related regulations and directives;
2. Assurance that people affected by the MCDOT's programs and projects receive the services, benefits, and opportunities to which they are entitled without regard to race, color, national origin, age, sex, or disability; or on minority populations, low-income populations and all interested persons and affected Title VI populations;
3. Prevent discrimination in MCDOT's programs and activities, whether those programs or activities are federally funded or not;
4. Establishment of procedures for identifying impacts in any program, service, or activity that may create illegal adverse discrimination on any person because of race, color, national origin, age, sex, or disability; or on minority populations, low-income populations and all interested persons and affected Title VI populations;
5. Establishment of procedures to annually review Title VI compliance within specific program areas within MCDOT;
6. Setting forth procedures for filing and processing complaints by persons who believe they have been subjected to illegal discrimination under Title VI in MCDOT's services, programs or activities.

As a sub-recipient of federal highway funds, MCDOT must comply with federal and state laws and related statutes, to ensure equal access and opportunity to all persons, with respect to transportation services, facilities, activities, and programs, without regard to race, color, national origin, sex, socio-economic status, or geographical location. Every effort will be made to prevent discrimination in any program or activity, whether those programs and activities are federally funded or not, as guaranteed by the Civil Rights Restoration Act of 1987.

Non-Discrimination Policy Statement

The following policy statement supports the implementation of these activities:

The Maricopa County Department of Transportation is committed to ensuring that no person is discriminated against on the grounds of color, race, or national origin as provided by Title VI of the Civil Rights Act of 1964 and related legislation. Specifically, Title VI asserts that “No person in the United States shall, on the grounds 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.” Additional protections are provided in other federal and state statutes for religion, sex, disability, and age.

The Maricopa County Department of Transportation strives to ensure nondiscrimination in all of its programs and activities, whether those programs or activities are federally funded or not. As a sub-receipt of federal funding, the Maricopa County Department of Transportation is responsible for initiating and monitoring Title VI activities, preparing required reports, and other responsibilities as required by the U.S. Department of Justice under 28 Code of Federal Regulations (CFR) § 42.401 et seq. and 28 CFR § 50.3. The U.S. Department of Transportation Title VI implementing regulations can be found at 49 CFR part 21.

For


Jennifer Toth, P.E.
Director
Maricopa County Department of Transportation

7/23/2019

Date

Maricopa County Department of Transportation Title VI Assurances

The **Maricopa County Department of Transportation** (herein referred to as the “Recipient”), HEREBY AGREES THAT, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through *Federal Highway Administration and Arizona Department of Transportation*, is subject to and will comply with the following:

Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled Non-discrimination In Federally-Assisted Programs of the Department of Transportation—Effectuation of Title VI of the Civil Rights Act of 1964);
- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);

The preceding statutory and regulatory cites hereinafter are referred to as the “Acts” and “Regulations,” respectively.

General Assurances

In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda and/or guidance, the Recipient hereby gives assurances that it will promptly take any measures necessary to ensure that:

“No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity,” for which the Recipient receives Federal financial assistance from DOT, including the Federal Highway Administration.

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Non-discrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these non-discrimination statutes and requirements to include all programs and activities of the Recipient, so long as any portion of the program is Federally assisted.

Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its Federal Aid Highway Program.

1. The Recipient agrees that each “activity,” “facility,” or “program,” as defined in §§ 21.23 (b) and 21.23 (e) of 49 C.F.R. § 21 will be (with regard to an “activity”) facilitated, or will be (with regard to a “facility”) operated, or will be (with regard to a “program”) conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.
2. The Recipient will insert the following notification in all solicitations for bids, Requests For Proposals for work, or material subject to the Acts and the Regulations made in connection with all Federal Aid Highway Program and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

*“The **Maricopa County Department of Transportation**, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252.42 U.S.C. §§ 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.”*

3. The Recipient will insert the clauses of Appendix A and Appendix E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.
7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:

- a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project or program.
8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:
 - a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
 - b. the period during which the Recipient retains ownership or possession of the property.
9. The Recipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this ASSURANCE, **Maricopa County Department of Transportation** also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing *Federal Highway Administration or Arizona Department of Transportation* access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by the *Federal Highway Administration or Arizona Department of Transportation*. You must keep records, reports, and submit the material for review upon request to *Federal Highway Administration, Arizona Department of Transportation*, or its designee in timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

Maricopa County Department of Transportation gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the *Federal Highway Administration and Arizona Department of Transportation*. This ASSURANCE is binding on Arizona, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors, transferees, successors in interest, and any other participants in the *Federal Aid Highway Program* the person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

Maricopa County Department of Transportation
(Name of Recipient)

by  DATED 7/23/2019
(Signature of Authorized Official)

Attachments
Appendices A, B, C, D, E

APPENDIX A

During the performance of this contract, the contractor, for itself, its assignees and successors in interest (hereinafter referred to as the “contractor”) agrees as follows:

1. **Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Federal Highway Administration or the Arizona Department of Transportation, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Nondiscrimination:** The contractor, with regard to the work performance by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.
3. **Solicitations for Subcontractors, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor’s obligations under this contract and the Acts and Regulations relative to Non-discrimination on the grounds of race, color, or national origin.
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient, the Federal Highway Administration or Arizona Department of Transportation to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient, the Federal Highway Administration, or Arizona Department of Transportation, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the Non-discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the Federal Highway Administration or Arizona Department of Transportation, may determine to be appropriate, including, but not limited to:
 - a. withholding payments to the contractor under the contract until the contractor complies; and/or
 - b. cancelling, terminating, or suspending a contract, in whole or in part.

6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with request to any subcontract or procurement as the Recipient, the Federal Highway Administration, or Arizona Department of Transportation may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

APPENDIX B: CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance 4.

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that Maricopa County Department of Transportation will accept title to the lands and maintain the project constructed thereon in accordance with Title 23, United States Code the Regulations for the Administration of Federal Aid for Highways, and the policies and procedures prescribed by the Arizona Department of Transportation, Federal Highway Administration and the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252;42 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the Maricopa County Department of Transportation all the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part hereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto Maricopa County Department of Transportation and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the Maricopa County Department of Transportation, its successors and assigns.

The Maricopa County Department of Transportation, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [.] [and]* (2) that the Maricopa County Department of Transportation will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended, [and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].*

**Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.*

APPENDIX C: CLAUSES FOR TRANSFER OF REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the Maricopa County Department of Transportation pursuant to the provisions of Assurance 7(a):

- A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add “as a covenant running with the land”] that:
 - 1. In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities,
- B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Nondiscrimination covenants, Maricopa County Department of Transportation will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.*
- C. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Nondiscrimination covenants, Maricopa County Department of Transportation will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the Maricopa County Department of Transportation and its assigns*.

*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.

APPENDIX D: CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED UNDER THE ACTIVITY, FACILITY OR PROGRAM

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by Maricopa County Department of Transportation pursuant to the provisions of Assurance 7(b):

- A. The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, “as a covenant running with the land”) that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended set forth in this Assurance.
- B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Nondiscrimination covenants, Maricopa County Department of Transportation will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.*
- C. With respect to deeds, in the event of breach of any of the above Non-discrimination covenants, Maricopa County Department of Transportation will there upon revert to and vest in and become the absolute property of Maricopa County Department of Transportation and its assigns.*

**Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.*

APPENDIX E

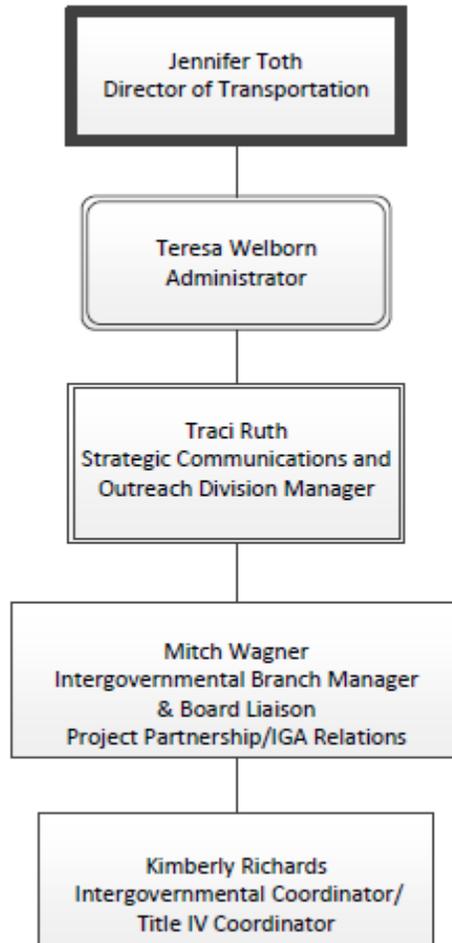
During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “contractor”) agrees to comply with the following nondiscrimination statutes and authorities; including but not limited to:

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects); Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27; The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration’s Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, which ensures discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1687 et seq).

Organization Chart and Staffing

Maricopa County Department of Transportation (MCDOT) Organization Chart shows that the Title VI Coordinator is placed within the organization to have easy access to the Director of MCDOT.



Administration of Title VI Program

Title VI Coordinator Responsibilities:

Maricopa County Department of Transportation (MCDOT) Title VI Coordinator is responsible for implementing of the Title VI Plan, and executing, monitoring, and ensuring MCDOT's compliance with the Title VI regulations. The Title VI Coordinator will be responsible for coordinating, compiling, and submitting the annual Title VI report to the ADOT Civil Rights Office by August 1.

The Title VI Coordinator will have lead responsibility for coordinating the administration of the Title VI and related statutes, programs, plans, and assurances. Part of the responsibility of the Title VI Coordinator is to develop direct connections between ADOT's Civil Rights office and MCDOT through development of close working relationships with the ADOT Civil Rights office and ADOT Local Public Agency (LPA) group, and participating in the Certification Acceptance (CA) agency peer group which helps to facilitate education and understanding of the CA responsibilities including the Title VI program.

By maintaining these connections, MCDOT can be assured of receiving the latest information related to the Title VI program and be able to adjust our internal policies and procedures to match any change within the program. As new Title VI Program requirements are provided, MCDOT can compare the current process to the update the policies or procedures as necessary to stay in compliance.

If changes are made, the procedure will be updated and training will be scheduled for all those involved with federal projects including, but not limited to transportation planning, engineering design and construction teams, public information office, procurement/contracts, environmental, right-of-way, administration, and maintenance.

Program Review Procedure:

Special emphasis program reviews will be conducted based on the annual summary of Title VI activities, accomplishments and complaints. The reviews will be conducted by the Title VI Coordinator to assure effectiveness in their compliance of Title VI provisions. The special emphasis groups will have quarterly reporting of their data collected as it relates to Title VI demographics. This data will be reviewed and utilized to determine if there is need to do further investigation into a specific program area. Each year, at least one special emphasis area will have a formal review to confirm all Title VI guidelines are being adhered to.

Sub-Recipient Review Procedure:

Title VI Program information will be disseminated to contractors and beneficiaries through inclusion of the Title VI language in contracts. MCDOT shall also ensure their sub-recipients adhere to state and federal laws and all written agreements or contracts shall include assurances that the sub-recipient must comply with Title VI and other related statutes and regulations. Each subcontractor's contract must be approved by MCDOT to ensure all proper documentation related to the mandatory non-discrimination language is included. The subcontractor must be approved prior to any initiation of work on the federal project. During the approval process, MCDOT staff or a party acting on behalf of MCDOT (construction management consultant), will review subcontracts to confirm the required Title VI information is included and complete a subcontract verification form that will be provided to the Title VI Coordinator.

All discrimination complaints against the subcontractors will be submitted to ADOT for investigation by FHWA, consistent with FHWA guidelines. In the event that non-compliance is discovered by FHWA, MCDOT will make a good faith effort to ensure the sub-recipient corrects any deficiencies arising out of the complaint.

Title VI Information Dissemination:

Title VI information posters (Exhibit A), including the name of the Title VI Coordinator and the contact information, will be prominently and publicly displayed in areas such as MCDOT lobby area, project work sites and additional areas as needed. Additional information related to nondiscrimination obligations can be obtained from MCDOT's Title VI Coordinator.

MCDOT will disseminate Title VI Program information to MCDOT employees and to the general public. Title VI Program information will be provided to all MCDOT sub-recipients, contractors and beneficiaries. Public dissemination will include the Title VI language in contracts, publishing of the Title VI Plan on the MCDOT website and displaying Title VI posters in public areas.

Data Collection/Special Emphasis:

Statistical data on ethnicity/race or sex of participants in and beneficiaries of MCDOT programs will be gathered and maintained by MCDOT. This information will be analyzed for discriminatory trends and patterns to formulate special emphasis and LEP program areas utilized when reporting yearly to the ADOT Civil Rights Office. The gathering procedures will be reviewed annually to ensure sufficient data to meet the requirements of the Title VI program. If a discriminatory trend or pattern is found, MCDOT will work with the branch to provide resources and training and best practices to achieve compliance.

An example of this effort is with our communications public outreach process. As part of the public outreach, the Communications Branch will collect Title VI survey's that are reviewed and analyzed by the Title VI Coordinator to see if further analysis is necessary.

Title VI Training/LEP:

The MCDOT Title VI Coordinator is responsible for overall Title VI related training. The Title VI Coordinator will organize or conduct a minimum of one internal training session for MCDOT staff annually focused on Title VI and LEP. Additionally, trainings regarding Title VI and the requirements for subcontractors will be conducted at every project pre-construction meeting. The Title VI Coordinator and additional MCDOT staff will participate in any ADOT sponsored training.

Title VI Plan Updates:

The Title VI Plan will be reviewed yearly for any necessary updates to the plan. If significant changes are made outside of the annual review, a copy of the Title VI Plan will be submitted to the ADOT Civil Rights Office as soon as the update has been completed, or as soon as practicable.

Title VI Complaints:

If an individual believes that he/she or any other program beneficiaries have been the object of unequal treatment or discrimination as to the receipt of benefits and/or service, or on the grounds of race, color, or national origin (including Limited English Proficiency), he/she may exercise his/her right to file a complaint with MCDOT. Complaints may be filed with the Title VI Coordinator (refer to Filing a Title VI Discrimination Complaint section).

Filing a Title VI Complaint

FHWA Title VI Complaint Process

These procedures apply to all complaints filed under Title VI of the Civil Rights Act of 1964, and the Civil Rights Restoration Act of 1987 as they relate to any Federal Highway Administration program or activity administered by Maricopa County Department of Transportation, its sub recipients, consultants, and contractors. In addition to these procedures, complainants reserve the right to file formal complaints with other state or federal agencies or take legal action for complaints alleging discrimination.

Required Procedures for FHWA Title VI Complaints filed against Maricopa County Department of Transportation:

1. The complaint must be filed within 180 days of the alleged discrimination, and include the date the alleged discrimination became known to the complainant or the last date of the incident.
2. Title VI complaints against Maricopa County Department of Transportation in FHWA-funded programs will be referred to ADOT Civil Rights Office within 72 hours for processing and investigation. ADOT CRO's processing of the complaint will follow ADOT complaint processing procedures as per ADOT's FHWA Title VI Implementation plan. Complaint forms (Exhibit B) are available online in English and Spanish at the following website: <https://www.maricopa.gov/761/Title-VI-Nondiscrimination-Program>.
3. The complainant may also file a discrimination related complaint on an FHWA program or activity directly with ADOT or with the Federal Highway Administration by contacting the agencies at:

ADOT Civil Rights Office

206 S. 17th Avenue, Mail Drop 155-A
Phoenix, AZ 85007
602.712.8946
602.239.6257 FAX
Email azdot.gov

Federal Highway Administration

U.S. Department of Transportation
Office of Civil Rights
1200 New Jersey Avenue, SE
8th Floor E81-105
Washington, DC 20590
Email CivilRights.FHWA@dot.gov
202-366-0693
202-366-1599 FAX

Required Procedures for FHWA Title VI Complaints filed against the Maricopa County Department of Transportation’s sub recipient, contractor, or consultant:

1. Any person, specific class of persons or entity that believes they have been subjected to discrimination on an FHWA-related activity or program as prohibited by the legal provisions of Title VI on the basis of race, color, national origin, can file a formal complaint with Maricopa County Department of Transportation. A copy of the Complaint Form may be accessed electronically at: <https://www.maricopa.gov/761/Title-VI-Nondiscrimination-Program>
2. The complaint must be filed within 180 days of the alleged discrimination, and include the date the alleged discrimination became known to the complainant or the last date of the incident.
3. Complaints should be in writing and signed and may be filed by mail, fax, in person, or e-mail. However, the complainant may call the agency and provide the allegations by telephone, and the agency will transcribe the allegations of the complaint as provided over the telephone and send a written complaint to the complainant for correction and signature.
4. A complaint should contain at least the following information:
 - a. A written explanation of what has happened;
 - b. A way to contact the complainant;
 - c. The basis of the complaint (e.g., race, color, national origin);
 - d. The identification of a specific person/people and the respondent (e.g., agency/organization) alleged to have discriminated;
 - e. Sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives Federal Highway Administration financial assistance; and is an consultant, contractor, or sub recipient of Maricopa County Department of Transportation; and
 - f. The date(s) of the alleged discriminatory act(s).
5. Upon receipt of a complaint, Maricopa County Department of Transportation will forward complaint to the ADOT CRO for processing. Title VI complaints against Maricopa County Department of Transportation sub recipient, contractors, or consultants in FHWA-funded programs will be reviewed.

6. Maricopa County Department of Transportation will maintain a confidential log (Exhibit C) of all accepted Title VI Complaints for four (4) years; the log will include:
 - a. Name of complainant(s)
 - b. Date the complaint was received
 - c. Date of the allegation
 - d. Description of the alleged discrimination
 - e. Other relevant information, as needed
 - f. Report date
 - g. Recommendations
 - h. Outcome/Disposition

7. Timeframes for Investigations: Title VI complaints received by Maricopa County Department of Transportation will be followed up with the investigating agency within 60 days of receipt.

Public Participation

Public outreach is a significant component of planning, designing, and building transportation projects. MCDOT recognizes this and is committed to working with Maricopa County's residents, businesses, and stakeholders to obtain their input and feedback on potential projects. MCDOT follows the recommended federal guidelines to ensure its Title VI Public Participation Plan is compliant.

Public involvement through the execution of this Public Participation Plan ensures open communication with those affected. MCDOT conducts outreach to obtain public feedback for its projects. The public participation process ensures that stakeholders are well informed regarding MCDOT's projects.

MCDOT's primary Public Participation Goals are:

- Encourage active public participation in project development
- Provide project study information, including the project purpose and goals.
- Promote opportunities for open dialogue with the public and stakeholders.
- Identify and incorporate public and stakeholder defined comments that add value.
- Identify and mitigate or avoid project features that have a negative effect on the community.
- Promote good will between the public, stakeholders, and MCDOT.

MCDOT recognizes the importance of identifying all public and stakeholders affected by proposed projects. In order to properly identify these stakeholders, MCDOT will implement the Public Participation Plan to incorporate ongoing outreach, coordination, and communication to the affected groups within the project or study areas. The following is a list of possible public or stakeholders to engage:

- *General Public:* This group can include property owners, residents, and businesses throughout Maricopa County and its Title VI populations.
- *Special Interest Groups:* This group may include developers, wildlife groups, home owner associations, etc.
- *MCDOT Transportation Advisory Board (TAB):* Progress reports will be given to TAB at regular meetings as needed.
- *Maricopa County Board of Supervisors (BOS):* Presentation of project progress reports will be presented to the Board of Supervisors as needed.
- *Technical Advisory Committee (TAC):* This group includes County Departmental and Maricopa Association of Government (MAG) representatives.
- *Stakeholder Advisory Committee (SAC):* This group includes TAC members and various stakeholders that include, but are not limited to those listed below.
- *Other Stakeholders:* MCDOT Communications will maintain partnerships with key stakeholders to include government agencies, public interest groups, and major utilities to seek input regarding potential projects. Stakeholders receive

project communications, public meeting notifications, and other appropriate information throughout the transportation project process. Stakeholders may include, but are not limited to the following:

- *Arizona Department of Transportation (ADOT)*
- *Flood Control District of Maricopa County (FCDMC)*
- *Local fire, law enforcement, and Emergency Medical Services (EMS)*
- *Maricopa County cities and towns*
- *Maricopa County Parks and Recreation*
- *Tribal Communities*
- *Utility companies and Railroad*
- *Valley Metro*

Title VI Public Participation Activities

Public Participation Plan activities specific to MCDOT's Title VI Plan are as follows:

- Provide communication and public outreach in compliance with Title VI.
- Encourage input from Title VI communities.
- Develop and distribute information on Title VI and other department programs to the general public.
- Provide translation and interpreter services in accordance with MCDOT's Title VI Plan.
- Advertise the availability of translation and interpreter services to the public.
- Connect bilingual staff with members of the public needing assistance.
- Disseminate information to stakeholders and all media outlets to help ensure all social, economic, and ethnic interest groups in the region are represented in the project development process.
- Include the Title VI Notice to the public on MCDOT's website.
- Notify affected and/or protected groups of public meetings regarding proposed project actions.
- Ensure public meetings are accessible to all residents. This includes the use of interpreters when requested or when a need for their use has been identified.
- Continually assess and improve communication strategies to assist people with Limited English Proficiency (LEP) to ensure they are able to access and understand project materials.

Project Public Input Meetings

Public input meetings are held during the project development process. Strategies to encourage public participation are evaluated based on the type of project proposed and the potential project's impact. MCDOT may also attend stakeholder meetings to present project information and gather stakeholder input. Survey cards and online surveys are made available to assist

stakeholders in providing project feedback. Title VI surveys (see Exhibit D) are collected at the conclusion of the meeting and provided to the Title VI Coordinator to retain for the life of the project.

Accommodations will be made for individuals with disabilities and individuals with Limited English Proficiency (LEP). MCDOT will also provide alternative format materials, translation services in other languages, including sign language and assertive listening devices. All of these accommodations are available upon 72- hours advance notice to MCDOT Communications at (602) 506-4745. To the extent possible, additional reasonable accommodations will be made available depending upon time constraints of the request.

MCDOT Communications will notify all identified parties and stakeholders regarding upcoming public information meetings at least 14 days prior to the meeting. This shall be accomplished through paid advertising, e-mail notifications, news releases, direct mailings, community postings and/or website postings.

Communication is vital to the successful implementation of any public involvement effort. During the project planning process, MCDOT will maintain ongoing communication with the public, stakeholders and other government agencies.

Public involvement is a dynamic process. The goal of this plan is to obtain comprehensive feedback from all affected stakeholders. Therefore, throughout the project, public involvement techniques will be assessed, evaluated, and possibly revised. As a result, this public involvement and government relations plan may also be revised to reflect changes. As a result, different communication methods may be used in an effort to maintain the intent and integrity of the plan.

Limited English Proficiency (LEP)

Federal agencies have published guidance for their respective recipients in order to assist them with their obligations to Limited English Proficiency (LEP) persons under Title VI. This order applies to all state and local agencies that receive federal dollars. The Language Assistance Plan outlined below is based on the federal guidance provided by U.S. Department of Transportation.

Language Assistance Needs Assessment: Four Factor Analysis

This plan outlines the factors used to identify a person who may require language assistance. MCDOT is committed to finding ways in which to provide needed assistance through staff training and additional resources required to provide services and resources to people who may need language assistance. In order to prepare a Language Assistance Plan, a needs assessment is conducted utilizing the four factor analysis, as recommended by USDOT. The four factors are as follows:

1. **Factor 1:** The number of proportion of LEP persons eligible to be served or likely to be encountered by MCDOT services and programs.
2. **Factor 2:** The frequency with which LEP persons come into contact with MCDOT services and programs.
3. **Factor 3:** The nature and importance of MCDOT's services and programs in people's lives.
4. **Factor 4:** The resources available to MCDOT for LEP outreach, as well as the costs associated with the outreach.

Factor 1: The number of proportion of LEP persons eligible to be served or likely to be encountered by MCDOT services and programs.

A person with limited English proficiency is described as a person who does not speak English as a primary language and has a limited ability to read, write, speak, and understand English. An area is identified as LEP when five percent or more of the population, or 1,000 people within a neighborhood, fit this definition. The Census Bureau further defines households as linguistically isolated* when there are no members age 14 years and over who speak only English or who speak a non-English language and speak English "very well". In other words, all members of the household ages 14 years and over have at least some difficulty with English.

Maricopa County Households	Estimate	Percent	Percent of Linguistically Isolated Households
Total Households	1,489,533	100.0%	--
English Speaking Only	1,147,238	77.0%	--
Spanish Speaking	278,282	18.7%	--
Linguistically Isolated*	64,013	--	100.0%
Spanish	47,262	--	73.8%
Other Indo-European languages	4,501	--	7.0%
Asian and Pacific Island languages	8,547	--	13.4%
Other languages	3,703	--	5.8%

Source: U.S. Census Bureau, 2013-2017 American Community Survey (ACS) 5-Year estimates
 ACS data are based on a sample and are subject to sampling variability.

According to the 2013 to 2017 American Community Survey (ACS) five-year estimates, 23 percent of Maricopa County’s population speaks a language other than English. ACS reports that 9.3 percent of persons five years old and over speak English less than “very well.” The predominant language for this group is Spanish. If assessing one neighborhood, the standard is 1,000 more within a neighborhood that speak English less than “very well.” According to this standard, LEP neighborhoods are present throughout Maricopa County, especially in the central areas along 1-17 and 1-10 corridors.

Factor 2: The frequency with which LEP persons come into contact with MCDOT services and programs.

Mapping software is typically used by MCDOT to find the aggregate amount of projects crossing census tracts with greater than average concentration of minority, low income, underserved, and LEP populations.

Notices of public meetings held during the development and review of planning documents are placed in Spanish language media as appropriate. Appropriate staffing is provided at meetings in areas known to have a high proportion of Spanish speaking population or other languages as identified.

Factor 3: The nature and importance of MCDOT’s services and programs in people’s lives.

All of MCDOT’s services and programs are important in providing connections that improve people’s lives. MCDOT works to provide publications and other materials disseminated to the public regarding our services and programs in both English and Spanish, striving to provide alternative but meaningful accessibility to all LEP populations. MCDOT will continue to evaluate its programs, services, and activities to ensure that persons who may be LEP are provided with meaningful access.

Factor 4: The resources available to MCDOT for LEP outreach, as well as the costs associated with the outreach.

Resources to translate materials and interpret for individuals are available. MCDOT maintains a standing offer to translate additional materials into additional languages or alternative formats as needed. MCDOT contracts with interpretation firms to aid in the provision of these services and frequently enlists internal resources and staff who are bilingual and available to assist with interpretation.

Additional materials and interpreters will be made available for areas with high concentration of linguistically-isolated individuals. If fluency in the needed language is not found among MCDOT staff, assistance may be acquired through contract services.

Currently, the Spanish speaking population has a significant presence Maricopa County; therefore, a number of materials are created and translated in a format that is easily understood by the Spanish speaking population. MCDOT also offers language translation services for public meetings at no cost to the public, if the request is made 72 hours prior to the time of the scheduled meeting.

Collateral materials are created and translated for outreach and marketing purposes to include:

- Direct mailers
- Door to door flyers
- News releases to local television, radio, and print media
- Public notices
- Website content

Monitoring and Updating

MCDOT will continue to update its policies and procedures as required by the USDOT and as the characteristics of the population change. Updates may include, but not be limited to the following:

- Changes in LEP population by number or area as new information is made available.
- Updated analysis of the current LEP service area.
- Requirements for additional language translation services.
- Updates to policies and procedures.

Notice to LEP Persons

Any person requesting language assistance should contact MCDOT Communications at (602) 506-4745.

Environmental Justice (EJ)

In 1994, Executive Order (EO) 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, was issued. EO 12898 directs federal agencies to identify and address the disproportionately high and adverse human health or environmental effects of their actions on minority and low-income populations, to the greatest extent practicable and permitted by law. This order is also intended to promote nondiscrimination in federal program programs that affect human health and the environment, as well as provide minority and low-income communities with access to public information and public participation.

Maricopa County Department of Transportation (MCDOT) Environmental Branch fulfills these requirement by following the NEPA process, while the Communications Branch fulfills these requirement by utilizing the Public Participation Plan to engage minority and low-income populations in the transportation decision-making process. MCDOT Communications Branch accomplished by involving the public in developing transportation studies and projects that fit within their communities without sacrificing equity, environmental justice, and safety.

Authorities

Title VI of the Civil Rights Act of 1964 – 42 U.S.C. 200d.

Federal-aid Highway Act of 1973 – amended Title VI to prohibit discrimination on basis of sex

Rehabilitation Act of 1973, Section 504 – prohibits discrimination on basis of handicap/disability

Age Discrimination Act of 1975 – prohibits discrimination on the basis of age

Civil Rights Restoration Act of 1987 – 100 P.L. 259

Americans with Disabilities Act of 1990

Executive Order 12898 – Federal Actions to Address Environmental Justice in Minority and Low-Income Populations

Executive Order 13166 – Improving Access to Services for Persons with Limited English Proficiency

49 CFR Part 21 – Nondiscrimination in Federally-assisted Program of the Department of Transportation –Effectuation of Title VI of the Civils Rights Act of 1964

DOT Order 1050.2 – Standards Title VI Assurances

Exhibit A- Title VI Notice to the Public



Maricopa County
Department of Transportation

TITLE VI NOTICE TO THE PUBLIC

AVISO AL PÚBLICO SOBRE EL TITULO VI

The Maricopa County Department of Transportation (MCDOT) hereby gives public notice that it is agency policy to assure full compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 and related statutes and regulations in all programs and activities. Title VI requires that no person shall, on the grounds of race, color, sex, national origin, age or disability be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any Federal Aid Highway program or other activity for which MCDOT receives federal financial assistance.

Any person, who believes his/her Title VI protection has been violated, may file a complaint. Any such complaint must be in writing and filed with the MCDOT Title VI Program Coordinator within one-hundred-eighty (180) days following the date of the alleged discriminatory occurrence. Title VI Discrimination Complaint Forms may be obtained from MCDOT by contacting:

Kimberly Richards
MCDOT Title VI Program
Maricopa County Department of Transportation
2901 W. Durango St., Phoenix, AZ 85009
KimberlyRichards2@mail.maricopa.gov • 602.506.1630

El Departamento de Transporte del Condado Maricopa (MCDOT) por el presente da aviso público que es la política de la Agencia asegurar conformidad total con el Título VI de la Ley de los Derechos Civiles de 1964, la Ley de Restauración de Derechos Civiles de 1987 y las leyes y regulaciones relacionadas en todos los programas y actividades. El Título VI requiere que ninguna persona será, por razón de raza, color, sexo, país de origen, edad o discapacidad, excluida de participar, negada los beneficios o de otra manera sujeta a discriminación bajo cualquier programa de Ayuda Federal para Carreteras u otra actividad por cual MCDOT recibe ayuda financiera federal.

Cualquier persona que cree que se le ha violado su protección bajo el Título VI, puede presentar una queja. Esta queja debe ser por escrito y presentada al Gerente del Programa de Título VI de MCDOT dentro de los ciento ochenta (180) días de la fecha en que se alega que la discriminación ocurrió. Se puede obtener formularios de reclamación de MCDOT poniéndose en contacto con:

mcdot.maricopa.gov

Exhibit B- Title VI Discrimination Complaint Form-English



Maricopa County
Department of Transportation

Title VI Discrimination Complaint Form

Note: The following information is needed to assist in processing your complaint.

Complainant's Information:

Name: _____
Address: _____
City: _____ State: _____ Zip: _____
Home Phone Number: _____ Work Phone Number: _____

Person Discriminated Against (someone other than complainant)

Name: _____
Address: _____
City: _____ State: _____ Zip: _____
Home Phone Number: _____ Work Phone Number: _____

Which of the following best describes the reason you believe the discrimination took place?

Race/Color (Specify) _____ National Origin (Specify) _____
 Disability (Specify) _____

On what date(s) did the alleged discrimination take place? _____

Describe the alleged discrimination. Explain what happened and who you believe was responsible (if additional space is needed, add a sheet of paper).

List names and contact information of persons who may have knowledge of the alleged discrimination.

Have you filed this complaint with any other federal, state, or local agency, or with any federal or state court? Check all that apply.

Federal Agency Federal Court State Agency State Court Local Agency

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

Name: _____
Address: _____
City: _____ State: _____ Zip: _____
Home Phone Number: _____ Work Phone Number: _____

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

Complainant Signature Date Number of attachments: _____

Submit form and any additional information to:

MCDOT Title VI Program
2901 W. Durango Street
Phoenix, AZ 85009
Phone: 602.506.1630 | Fax: 602.506.4882

www.mcdot.maricopa.gov

Exhibit B- Title VI Discrimination Complaint Form-Spanish



Forma Para Poner una Queja (de la Ley de Discriminación)

Nota: La siguiente información se necesita para procesar su queja.

Información de la persona que está poniendo la queja:

Nombre: _____
Dirección: _____
Ciudad/Estado/Código Postal: _____
Teléfono(Casa): _____
Teléfono (Trabajo): _____

Persona A La Que Se Discriminó (alguien que no sea la persona que está poniendo la queja)

Nombre: _____
Dirección: _____
Ciudad/Estado/Código Postal: _____
Teléfono(Casa): _____
Teléfono (Trabajo): _____

¿Cuál de las siguientes razones describe por lo que usted siente que se le discriminó?

Raza/Color (Especifique) _____ Nacionalidad (Especifique) _____

Incapacidad (Especifique) _____

¿En qué fecha(s) sucedió la discriminación? _____

Describa la presunta discriminación. Explique qué sucedió y quién cree usted que fue responsable (si necesita más espacio, agregue otra hoja).

Escriba una lista con los nombres de las personas que puedan tener conocimiento de la presunta discriminación y cómo contactarlas.

¿Ha presentado esta queja con otra agencia federal, estatal o local, o con cualquier corte federal o estatal? Marque todas las que apliquen.

Agencia Federal _____ Corte Federal _____ Agencia Estatal _____
Corte Estatal _____ Agencia Local _____

Por favor proporcione información de la persona a la que presentó su queja en la agencia/corte.

Nombre: _____
Dirección: _____
Ciudad/Estado/Código Postal: _____
Teléfono(Casa): _____
Teléfono (Trabajo): _____

Por favor firme abajo. Puede anexas cualquier material escrito u otra información que usted crea que es relevante sobre su queja.

Firma de la Persona que presenta la queja Fecha

Número de Anexos: _____

Someta la forma y cualquier información adicional a:

MCDOT Title VI Program
2901 W. Durango Street
Phoenix, AZ 85009

Phone: 602.506.1630 Fax: 602.506.4882
www.mcdot.maricopa.gov

Exhibit D- Title VI Survey- English



Maricopa County
Department of Transportation

Title VI of the 1964 Civil Rights Act, as amended, 42 USC 2000d, and U.S. Department of Transportation regulations provide that "no person in the United States shall, on the grounds 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."

Title VI authorities:

- Federal-Aid Highway Act of 1973
- Section of the Rehabilitation Act of 1973
- Americans with Disabilities Act of 1990
- Age Discrimination Act of 1975
- Uniform Relocation Act of 1970
- Executive orders 12898 and 13166

TITLE VI SURVEY

The goal of Maricopa County Department of Transportation (MCDOT) is to ensure that every effort will be made to **prevent discrimination** through the impact of its programs, policies and activities.

MCDOT will also take reasonable steps to provide **meaningful access** to services and activities for persons with limited English proficiency.

By completing this survey, MCDOT will be able to determine who attends its public meetings and how the department can improve participation. The survey will also help MCDOT fulfill federal reporting requirements.

Completing this survey is voluntary. If you choose to respond, please mark all that apply.

ETHNICITY/RACE:

- American Indian/Alaskan Native
- Asian/Pacific Islander
- Hispanic/Latino
- African American/Black
- White
- Other

GENDER:

- Female
- Male

AGE:

- 1 - 18
- 19 - 34
- 35 - 64
- 65+

DISABLED:

- Yes
- No

VETERAN STATUS:

- Yes
- No

Exhibit D- Title VI Survey- Spanish



Maricopa County
Department of Transportation

Título VI de la Ley de Derechos Cives de 1964, como enmendado, 42 USC 2000d, y las regulaciones de Departamento de Transporte de los Estados Unidos disponen que "ninguna persona en los Estados Unidos, por razón de raza, color u origen nacional, será excluida de participación en, negada beneficios de, o será sometida a discriminación bajo ningún programa o actividad que recibe asistencia financiera Federal."

Title VI authorities:

- Ley de Ayuda Federal para Carreteras de 1973
- Sección de la Ley de Rehabilitación de 1973
- Ley de Americanos con Discapacidades de 1990
- Ley de Discriminación de Edad de 1975
- Ley de Reubicación Uniforme de 1970
- Órdenes ejecutivas 12898 y 13166

TÍTULO VI ENCUESTA

El objetivo del Departamento de Transporte del Condado Maricopa (MCDOT, siglas en inglés) es de asegurar que se haga todo esfuerzo para **prevenir la discriminación** por medio del impacto de sus programas, políticas y actividades.

MCDOT también tomará pasos razonables para proporcionar el **acceso significativo** a los servicios y actividades para las personas con competencia limitada de inglés.

Llenando esta encuesta, MCDOT podrá determinar quien asiste a sus reuniones públicas y cómo el departamento puede mejorar la participación. La encuesta también ayudará a MCDOT a cumplir con los requisitos federales de reporte.

Llenar esta encuesta es voluntario. Si usted opta por responder, por favor marque todos los que aplican.

ETNICIDAD/RAZA:

- Indio americano/Nativo de Alaska
- Asiático/Isleño del Pacífico
- Hispano/Latino
- Americano africano/Negro
- Blanco
- Otro

SEXO:

- Mujer
- Hombre

EDAD:

- 1 - 18
- 19 - 34
- 35 - 64
- 65+

DISCAPACITADO:

- Sí
- No

ESTADO DE VETERANO:

- Sí
- No