TITLE VI AND NONDISCRIMINATION PLAN

SANTA ROSA COUNTY
Updated 1/15/2021
Title VI and Nondiscrimination Plan
Including Limited English Proficiency (LEP)

Prepared by
Santa Rosa County
Planning & Zoning, Grants and Engineering Departments
6495 Caroline Street, Suite I
Milton, FL 32570
850-983-1863
## Event Tracking

<table>
<thead>
<tr>
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<th>Revision Area</th>
<th>Action</th>
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1. Title VI/Nondiscrimination Policy Statement

Santa Rosa County assures state and federal agencies that no person shall on the basis of race, color, national origin, age, disability, family, sex or religious status as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, the Florida Civil Rights Act of 1992, as well as other applicable Federal statutes, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination or retaliation under any program or activity undertaken by the agency. The Environmental Justice component of Title VI guarantees fair treatment for all people and provides for Santa Rosa County to identify and address, as appropriate, disproportionately high and adverse effects of its programs, policies, and activities on minority and low-income populations, such as undertaking reasonable steps to ensure that Limited English Proficiency (LEP) persons have meaningful access to the programs, services, and information Santa Rosa County provides.

Environmental Justice Regulations are:

(a) To avoid, minimize, or mitigate disproportionately high and adverse human health and environmental effects, including social and economic effects, on minority populations and low-income populations;

(b) To ensure the full and fair participation by all potentially affected communities in the transportation decision-making process;

(c) To prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority and low-income populations.

The responsibility for carrying out Santa Rosa County’s commitment to this program has been delegated to the Title VI Coordinator who will receive and investigate Title VI complaints, which come through the complaint procedure. The Title VI Coordinator and/or his designee will participate in any yearly FHWA and/or FTA Title VI training, including videos, power points, etc. that is made available and will disseminate to leadership staff. All managers, supervisors and employees share in the responsibility for making Santa Rosa County’s Title VI Program a success. Implementation of the Title VI Program is accorded the same priority as compliance with all other legal obligations incurred by Santa Rosa County in its financial assistance agreements with state and federal agencies that include DOT and US Department of Treasury (See Appendix A).
II. **ADA/504 Posted Statement:**

Section 504 of the Rehabilitation Act of 1973 (Section 504L the Americans with Disabilities Act of 1990 (ADA) and related federal and state laws and regulations forbid discrimination against those who have disabilities. Furthermore, these laws require federal-aid recipients and other government entities to take affirmative steps to reasonably accommodate those with disabilities and ensure that their needs are equitably represented in transportation programs, services and activities.

The County will make every effort to ensure that its facilities, programs, services, and activities are accessible to those with disabilities. The County will also make every effort to ensure that its advisory committees, public involvement activities and all other programs, services and activities include representation by communities with disabilities and disability service groups.

The County encourages the public to report any facility, program, service or activity that appears inaccessible to those who are disabled. Furthermore, the County will provide reasonable accommodation to individuals with disabilities who wish to participate in public involvement events or who require special assistance to access facilities, programs, services or activities. Because providing reasonable accommodation may require outside assistance, organization or resources, the County asks that requests be made at least 48 hours prior to the need for accommodation.

Questions, concerns, comments or requests for accommodation should be made to the County ADA Officer:

**Title VI Coordinator**  
DeVann Cook, Risk Management Director  
6495 Caroline Street, Suite I  
Milton, FL 32570  
850-983-1863  
850-983-1868 FAX  
Devannc@santarosa.fl.gov

III. **Compliance Plan – General Requirements:**

A. **Title VI Notice to the Public, including a list of locations where the notice is posted:**

Notices for Title VI services are displayed in every transit vehicle, county offices and information is provided in multiple locations on Santa Rosa County’s website,

https://www.santarosa.fl.gov/306/Title-VI-Policy-Statement  
or
Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, national origin, age, disability, family, sex or religious status in programs and activities receiving Federal financial assistance. Title VI provides that “no person in the United States shall, on the ground of race, color, national origin, age, disability, family, sex or religious status, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance” (42 U.S.C. Section 2000d).

Specifically, Santa Rosa County is committed to ensuring that no person is excluded from participation in, or denied the benefits of its transit services on the basis of race, color, national origin, age, disability, family, sex or religious status, as protected by the Title VI in Federal Transit Administration (FTA) Circular 4702.1.A. If you feel you are being denied participation in or being denied benefits of the transit services provided by Santa Rosa County, or otherwise being discriminated against because of your race, color, national origin, age, disability, family, sex or religious status you may contact our office at:

**Title VI Coordinator**
DeVann Cook, Risk Management Director
6495 Caroline Street, Suite I
Milton, FL 32570
850-983-1863
850-983-1868 FAX
Devanne@santarosa.fl.gov

Title VI statement posted in every transit vehicle is as follows:

**Florida Public Law and Title VI of the Civil Rights Act of 1964 prohibit discrimination in public accommodations on the basis of race, color, national origin, age, disability, family, sex or religious status. Persons who suspect discrimination based on these conditions may file a complaint with the Florida Commission on Human Relations at (850) 488-7082 or (800) 342-8170 for voice messaging.**

**B. Title VI Complaint Procedures (i.e. instructions to the public regarding how to file a Title VI discrimination complaint)**

If a person believes they have been excluded from participation in, denied the benefits of, or subjected to discrimination based on race, color, national origin, age, disability, family, sex or religious status by Santa Rosa County, they may file an official Title VI complaint with the Title VI Coordinator, DeVann Cook, Risk Management Director, 6495 Caroline Street, Suite I, Milton, FL 32570 or by calling (850) 983-1863. We encourage that complaints be submitted in writing (see Title VI Complaint Form – Appendix C), and include the following:
• Name, address and contact information (phone number, email address, etc.)
• How, why, when and where the complainant believes they were discriminated against. Include the location, names and contact information of any witnesses. If the alleged incident occurred on the bus, give date, time of day, and bus number if available.
• The complainant must sign the letter of complaint or have complainant authorization.

A complaint should be filed no later than 60 days after the date of the alleged discrimination, unless the time for filing is extended by FTA or other state and federal agencies with jurisdiction. Santa Rosa County will process complaints that are complete. Once the complaint is received, Santa Rosa County will review it to determine if the information is complete.

All complaints will be investigated promptly. Reasonable measures will be undertaken to preserve any information that is confidential. The Title VI Coordinator will review every complaint, and when necessary, begin the investigation process. At a minimum the investigation will:

• Identify and review all relevant documents, practices and procedures;
• Identify and interview persons with knowledge of the Title VI violation, i.e., the person making the complaint; witnesses or anyone identified by the Complainant; anyone who may have been subject to similar activity, or anyone with relevant information.

Upon completion of the investigation, the Title VI Coordinator will complete a final report for the County Administrator. If a Title VI violation is found to exist, remedial steps as appropriate and necessary will be taken immediately. The Complainant will also receive a final report together with any remedial steps.

If more information is needed to resolve the case, Santa Rosa County may contact the complainant. The complainant has 30 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 30 business days, Santa Rosa County 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 a written notice to the complainant: a closure letter or a letter of finding (LOF). A closure letter summarizes the allegations and states there was not a Title VI violation and that the case will be closed. An LOF summarizes the allegations and the information 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 30 business days after the date of the letter or the LOF to do so.

The County Title VI Coordinator has 'easy access' to the County Chief Executive Officer (CEO) and is not required to obtain management or other approval to discuss discrimination issues with the CEO. However, should the complainant be unable or unwilling to complain to the County, the written complaint may be
submitted directly to another state and federal agency that is subject of the complaint, State Human Rights Division or the Federal Office of Civil Rights. For transportation complaints, FDOT serves as a statewide clearinghouse for Title VI purposes and will either assume jurisdiction over the complaint or forward it to the appropriate federal or state authority for continued processing:

Florida Department of Transportation  
Equal Opportunity Office  
ATTN: Title VI Complaint Processing  
605 Suwannee Street MS 65  
Tallahassee, FL 32399

If no violation is found and the complainant wishes to appeal the decision, he or she may contact the Federal Transit Administration, 230 Peachtree St., N.W., Suite 800, Atlanta, GA 30303 Attn: Region IV Civil Rights Officer or by calling (404) 865-5620, web site:


Complainants may also file their initial Title VI complaint directly, no later than 180 days after the date of the alleged discrimination, and he or she may contact the Federal Transit Administration, 230 Peachtree St., N.W., Suite 800, Atlanta, GA 30303 Attn: Region IV Civil Rights Officer or by calling (404) 865-5620, web site:


For more information about Santa Rosa County, contact:

Title VI Coordinator  
DeVann Cook, Risk Management Director  
6495 Caroline Street, Suite I  
Milton, FL 32570  
850-983-1863  
850-983-1868 FAX  
DevannC@santarosa.fl.gov

C. List of Title VI investigations, complaints, and lawsuits

List any complaints here: None

D. Public Participation

In order to plan for efficient, effective, safe, equitable and reliable transportation systems, and other county services, Santa Rosa County must have the input of its public. Santa
Rosa County spends substantial staff and financial resources in furtherance of this goal and strongly encourages the participation of the entire community. Santa Rosa County holds a number of meetings, workshops and other events designed to gather public input on project planning and construction. Santa Rosa County staff attends as well as coordinates a number of meetings, workshops, and other events designed to gather public input. Matters to be addressed are referred to appropriate departments.

Santa Rosa County utilizes the Florida-Alabama TPO and its committees to assist in decision-making. The TPO has a Technical Coordinating Committee (TAC), a Citizen’s Advisory Committee (CAC), and the Santa Rosa County Transportation Disadvantaged Coordinating Board. All of the non-elected committees and councils allow public comment.

Santa Rosa County Transportation Disadvantaged Coordinating Board, Technical Coordinating Committee (TCC) and Citizens Advisory Committee (CAC) advertised meetings in the Pensacola News Journal (Appendix B).

Santa Rosa County’s Community Transportation Coordinator (CTC) also provides individual training to assist anyone needing more information about demand service. Santa Rosa County promotes the Ride On program for van pooling, commuter assistance, emergency rides home, and other charitable organizations within the area. Further, Santa Rosa County official and employees attend and participate in other community events to promote its services to the public. Finally, Santa Rosa County is constantly seeking ways of measuring the effectiveness of its public involvement.

For more information on the Santa Rosa County’s public involvement or to request special presentations or offer suggestions for improvement of Santa Rosa County’s public involvement may contact:

Brandi Bates, MPIO
Santa Rosa County Public Information Officer
4499 Pine Forest Road | Milton, Florida 32583
(850) 983-5254
PIO@santarosa.fl.gov

For more information on the TPO’s public involvement and measures of effectiveness the public may view the TPO Public Participation Plan (PPP), available both on its website and at the TPO offices. Persons wishing to request special presentations by the TPO, volunteer in any of its activities, or offer suggestions for improvement of TPO public involvement may contact:

Title VI Coordinator
Florida-Alabama TPO
4081 E. Olive Road, Suite A
Pensacola, FL 32514
Telephone: 850-332-7976 1-800-226-8914 X 214
Fax: 850-637-1923
E. **Data Collection Statement:**

Federal Executive Order (EC 12898) signed by President Clinton requires federal-aid recipients to collect and analyze racial, ethnic and other similar demographic data on beneficiaries of or those affected by transportation programs, service, activities and other federally funded projects. In compliance with the Department of Justice 28 CFR 42.406-407, the County is required to collect and submit data and information with applications for federal assistance. Santa Rosa County accomplishes it through the use of census data, American Community Survey reports, Environmental Screening Tools (EST), driver and ridership surveys, its Community Development Department and other methods. From time to time, Santa Rosa County may find it necessary to request voluntary identification of certain racial, ethnic or other data from those who participate in its public involvement events and federally funded. This information assists Santa Rosa County with improving its targeted outreach and measures of effectiveness. Self identification of personal data to Santa Rosa County will be voluntary. Moreover, Santa Rosa County will not release or otherwise use this data in any manner inconsistent with the federal regulations.

F. **Assurances:**

Every three (3) years, Santa Rosa County must certify to US DOT and other applicable federal and state agencies that its programs, services and activities are being conducted in a nondiscriminatory manner. These certifications and assurances serve two important purposes. First, they document the Santa Rosa County's commitment to nondiscrimination and equitable service to its community. Second, they serve as a legally enforceable agreement by which Santa Rosa County may be held liable for breach. Additionally, in accordance to U.S. Dept. of Treasury’s 31 CFR Part 22, every submitted application for federal assistance requires Title VI compliance assurance and review.

G. **Language Assistance Plan for providing language assistance to persons with limited English proficiency (LEP), based on the DOT LET Guidance:**

Title VI of the Civil Rights Act of 1964, Executive Order 13166, and various directives from the US Department of Justice (DOJ), US Department of Transportation (DOT) and the US Department of Treasury require federal aid recipients to take reasonable steps to ensure meaningful access to programs, services, and activities by those who do not speak English proficiently. To determine the extent to which LEP services are required and in which languages, the law requires the analysis of four factors:

1. **The number or proportion of LEP persons eligible to be served or likely to be encountered by Santa Rosa County, or activities.**

Using 2019 US census quickfact data, Santa Rosa County (184,313 pop.) has determined that LEP individuals speaking Spanish represent approximately 6% of the community. Census data ascertains show that about 6%
of the population speaks a language other than English at home. Individuals speaking Spanish make up 3%, albeit not all of them are limited English speaking.

2. The frequency with which LEP individuals come in contact with these programs, or activities.

Santa Rosa County and the Community Transportation Coordinator have not received any requests for translation or interpretation of its programs, services or activities into Spanish or any other language.

3. The nature and importance of the program, activity, or service provided to people’s lives.

All of the County programs are important; however, those related to safety, public transit, right-of-way, the environment, nondiscrimination and public involvement are among the most important. The County must ensure that all segments of the population, including LEP persons, have been involved or have had the opportunity to be involved in the planning processes to be consistent with its nondiscrimination goals.

Public transportation in Santa Rosa County is a demand response service operated by the local Community Transportation Coordinator which provides door-to-door service to the ambulatory and wheelchair clientele for such programs as Non-sponsored, Council on Aging, Agency for Persons with Disabilities, Vocational Rehabilitation Services, Department of Transportation, Medicaid, and the various other agencies who request transportation through the CTC’s office. Service is provided 24 hours a day, seven days a week. The CTC has not received any requests for translation or interpretation of its programs, services or activities into Spanish or any other language. The CTC does occasionally provide trips to clients that are visually and hearing impaired. The drivers are aware of those special need clients due to the prior coordination with dispatch and indication on the manifest logs.

4. The resources available to Santa Rosa County and the likely costs of the LEP services.

Santa Rosa County is fortunate to house within its jurisdiction a number of institutions of higher education and military facilities, some of which have extensive language services. The analysis of these factors suggests that extensive LEP services are not required at this time. Nevertheless, Santa Rosa County believes that occasional Spanish language assistance may be necessary for meaningful access by members of the public.

The First Circuit Court has a contract through the State of Florida to provide interpretive services if needed upon request for the court system and the Santa Rosa Clerk of Court. The Santa Rosa County School District has some ESOL
forms produced in Spanish. The school district utilizes the company Languages Unlimited located in Vienna, Virginia for form interpretation.

Santa Rosa County understands that its community profile is changing and that the four factor analysis may reveal the need for more LEP services in the future. As such, Santa Rosa County will triennially examine its LEP plan to ensure that it remains reflective of the community’s needs. Persons requiring special language services should contact the TPO’s Title VI Officer:

**Title VI Coordinator**  
DeVann Cook, Risk Management Director  
6495 Caroline Street, Suite I  
Milton, FL 32570  
850-983-1863  
850-983-1868 FAX  
Devannc@santarosa.fl.gov

### H. Non-Elected Committees and Councils

Currently, the makeup of Santa Rosa County is as follows:

<table>
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<th>RACE</th>
<th>ETHNICITY</th>
<th>SEX</th>
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<tr>
<td><strong>Census Area</strong></td>
<td><strong>White Alone</strong></td>
<td><strong>Black/African American</strong></td>
</tr>
<tr>
<td>Santa Rosa</td>
<td>86.9%</td>
<td>6.5%</td>
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The Santa Rosa County Board of County Commission is a direct recipient of funding. The public transit services in Santa Rosa County are governed by the Santa Rosa County Board of County Commissioners. The commissioners are elected in accordance with the State of Florida District Designations as follows:

- District 1 – Sam Parker  
- District 2 – Robert A. “Bob” Cole  
- District 3 – James Calkins  
- District 4 – Dave Piech  
- District 5 – Colten Wright

The Santa Rosa County Board of County Commissioners is the official decision-making body for Santa Rosa County and, because they are elected by the general public, have no ability to ensure that there is adequate representation of minorities on this body.

In addition, Santa Rosa County utilizes the Florida-Alabama TPO and its committees to assist in decision-making. The TPO has a Technical Coordinating Committee (TAC), a Citizen’s Advisory Committee (CAC), and the Santa Rosa County Transportation
Disadvantaged Coordinating Board. All of the non-elected committees and councils allow public comment.

Santa Rosa County Transportation Disadvantaged Coordinating Board, Technical Coordinating Committee (TCC) and Citizens Advisory Committee (CAC) advertised meetings in the Pensacola News Journal (Appendix B).

Santa Rosa County has many Citizen Advisory Boards and Committees. These entities is where we have the opportunity to express that we do not discriminate and encourage participation and involvement from diverse populations. There is an application process that is accessible on the website for these councils. [https://www.santarosa.fl.gov/763/Citizen-Advisory-Boards-and-Committees](https://www.santarosa.fl.gov/763/Citizen-Advisory-Boards-and-Committees)

I. **Primary recipients shall include a description of how the agency monitors its sub recipients for compliance with Title VI, and a schedule of sub recipient Title VI Program submissions.**

Sub-recipients must sign a contract with Santa Rosa County asserting that they will carry out the project in accordance with the grant application and federal, state, and local guidelines. In addition, sub-recipient agreements contain language ensuring that the sub-recipient is aware of and understands that acceptance of the funding means that they are also required to comply with the same Certifications and Assurances as Santa Rosa County, as applicable.

Santa Rosa County conducts sub-recipient monitoring activities through designated departments to ensure compliance. The sub-recipient monitoring occurs through various methods including on-site inspections, desktop reviews, reporting requirements and scheduled meetings with program staff and administration.

Specifically, Tri-County Community Council, Inc. is Santa Rosa County’s Community Transportation Coordinator and a sub-recipient of funding. Tri-County Community Council, Inc. understands and will adhere to Santa Rosa County’s Title VI and Nondiscrimination Plan per FTA Circular 4702.1B. The following monitoring mechanisms apply:

1) Yearly service surveys of riders/customers conducted by the West Florida Regional Planning Council as part of the CTC evaluation

2) Periodic unannounced inspections/visits of the system routes and facilities

3) A review of the contractors published Title VI policy

4) Santa Rosa County will review any complaint made by a citizen against a sub-recipient to ensure necessary and appropriate action.
J. A Title VI equity analysis if the recipient has constructed a facility, such as a vehicle storage facility, maintenance facility, operation center, etc.

Construction projects that are planned to receive federal funding is conducted in accordance to the Office of Management and Budget 2 CFR 200.317-200.327. Documentation of affirmative steps taken to engage diverse contractors and suppliers are expected as part of project reporting requirements. A demographic analysis will be done during the planning phases to ensure construction activities do not disproportionately affect/impact minority or low income populations.

K. Board Minutes, Resolution, and other appropriate documentation showing the Board of Directors reviews and approved the Title VI Program (Appendix D)

IV. Conclusion

Santa Rosa County understands that its community profile is changing. As such, Santa Rosa County will triennially examine its Title VI and Nondiscrimination Plan as well as its LEP four factor analysis, to ensure that it remains reflective of the community’s needs. The responsibility for carrying out Santa Rosa County’s commitment to this program has been delegated to the Title VI Coordinator who will receive and investigate Title VI complaints. However, all directors, supervisors and employees share in the responsibility for making Santa Rosa County’s Title VI Program a success. Implementation of the Title VI Program is accorded the same priority as compliance with all other legal obligations incurred by Santa Rosa County in its financial assistance agreements with DOT (See Appendix A).

Persons requiring special services should contact the Santa Rosa County Title VI Coordinator:

**Title VI Coordinator**  
DeVann Cook, Risk Management Director  
6495 Caroline Street, Suite I  
Milton, FL 32570  
850-983-1863  
850-983-1868 FAX  
[Devannc@santarosa.fl.gov](mailto:Devannc@santarosa.fl.gov)
FEDERAL TRANSIT ADMINISTRATION CIVIL RIGHTS ASSURANCE

The GRANTEE HEREBY CERTIFIES THAT; as a condition of receiving Federal financial assistance under the Federal Transit Act of 1964, as amended, it will ensure that:

1. No person on the basis of race, color, or national origin will be subjected to discrimination in the level and quality of transportation services and transit-related benefits.
2. The GRANTEE will compile, maintain, and submit in a timely manner Title VI information required by FTA Circular 4702.1 and in compliance with the Department of Transportation’s Title VI regulation, 49 CFR Part 21.9.
3. The GRANTEE will make it known to the public that those person or persons alleging discrimination on the basis of race, color, or national origin as it relates to the provision of transportation services and transit-related benefits may file a complaint with the Federal Transit Administration and/or the U.S. Department of Transportation.

The person or persons whose signature appears below are authorized to sign this assurance on behalf of the grant applicant or recipient.

DATED: April 25, 2019

BOARD OF COUNTY COMMISSIONERS
SANTA ROSA COUNTY, FLORIDA

By: Sam Parker, BOCC Chairman

ATTEST:
Donald C. Spencer, Clerk of Court
Santa Rosa County declares that it will not tolerate discrimination. That it will uphold all requirements and regulations of the Florida Department of Transportation, The Federal Highway Administration, the Federal Transit Authority as well as the United States Department of Transportation and the United States Government. Santa Rosa County abides by the requirements of Title VI of the Civil Rights Act of 1964 based on law, equality, morality and the desire to do what is right for our entire community.

Sam Parker, BOCC Chairman

Devann Cole, Title VI Coordinator

ATTEST:
Donald C. Spencer, Clerk of Court
STANDARD DOT TITLE VI ASSURANCES

Santa Rosa County (hereinafter referred to as the “Recipient”) HEREBY AGREES THAT as a condition to receiving any Federal financial assistance from the Department of Transportation it will comply with Title VI of the civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d-42 U.S.C. 2000d-4 (hereinafter referred to as the Act), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-Assisted Programs of the Department of Transportation — Effectuation of Title VI of the Civil Rights Act of 1964 (hereinafter referred to as the Regulations) and other pertinent directives, to the end that in accordance with the Act, Regulations, and other pertinent directives, 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 the Department of Transportation, including the Federal Highway Administration, and HEREBY GIVES ASSURANCE THAT it will promptly take any measures necessary to effectuate this agreement. This assurance is required by subsection 21.7(a)(1) of the Regulations, a copy of which is attached.

More specifically and without limiting the above general assurance the Recipient hereby gives the following specific assurance with respect to its transportation program.

1. That the Recipient agrees that each “program” and each “facility” as defined in subsections 21.23(e) and 21.23(B) of the Regulations, will be (with regard to a “program”) conducted, or will be (with regard to a “facility”) operated in compliance with all requirements imposed by, or pursuant to, the Regulations.

2. That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations and made in connection with all transportation programs and, in adapted form in all proposals for negotiated agreements:

   The Recipient, in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation issued pursuant to such Act. Hereby notifies all bidders that it will affirmatively insure that in any contract entered into pursuant to this advertisement, minority business enterprises will be afforded full 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. That the Recipient shall insert the clauses of Appendix A of this assurance in every contact subject to the Act and the Regulations.
4. That the Recipient shall insert the clauses of Appendix B of this assurance, as a covenant running with the land, in any deed from the United States effecting a transfer of real property, structures, or improvements thereon, or interest therein.

5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the assurance shall extend to the 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 shall extend to rights to space on, over or under such property.

7. That the Recipient shall include the appropriate clauses set forth in Appendix C of this assurance, as a covenant running with the land, in any future deeds, leases, permits, licenses, and similar agreement entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under said transportation program; and (b) for the construction or use of or access to space on, over or under real property acquired, or improved under said transportation 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 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 assurances obligates the Recipient or any transferee for the longer of the following periods: (a) the period during which 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 shall provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he or she delegates specific authority to give reasonable guarantee that it, other recipients, sub grantees, contractors, subcontractors, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Act, 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 Act. The Regulations and this assurance.

THIS ASSURANCE is given in consideration of and for the purpose of obtaining any and all Federal grants, loans, contracts, property, discounts or other Federal financial assistance extended after the date hereof to the Recipient by the Department of Transportation under the said transportation program and is binding on it, other recipients, sub grantees, contractors, subcontractors, transferees, successors in interest and other participants in the said transportation program. The person or persons whose signatures appear below are authorized to sign this assurance on behalf of the Recipient.
DATED: April 25, 2019

BOARD OF COUNTY COMMISSIONERS
SANTA ROSA COUNTY, FLORIDA

By: Sam Parker, BOCC Chairman

ATTEST: Donald C. Spencer, Clerk of Courts
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 shall comply with the Regulations relative to nondiscrimination in Federally-assisted programs of the Department of Transportation (hereinafter, “DOT”) Title 49, Code of Federal Regulations, Part 21, as they may be amended from time to time, (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this contract.

2) **Nondiscrimination:** The contractor, with regard to the work performed by it during the contract, shall not discriminate on the grounds of race, color, national origin, age, disability, family, sex or religious status in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor shall not participate either directly or indirectly in the discrimination prohibited by section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.

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 shall be notified by the contractor of the contractor’s obligations under this contract and the Regulations relative to nondiscrimination on the grounds of race, color, national origin, age, disability, family, sex or religious status.

4) **Information and Reports:** The contractor shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information and its facilities as may be determined by the Recipient or the Federal Highway Administration to be pertinent to ascertain compliance with such Regulations, orders and instruction. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish this information the contractor shall so certify to the Recipient or the Federal Highway Administration as appropriate, and shall set forth what efforts it has made to obtain the information.

5) **Sanctions for Noncompliance:** In the event of the contractor’s noncompliance with the nondiscrimination provisions of this contract, the Recipient shall impose such contract sanctions as it or the Federal Highway Administration may determine to be appropriate, including, but not limited to:
   a) Withholding of payment so to the contractor under the contract until the contractor complies, and/or
   b) Cancellation, termination or suspension of the contract, in whole or in part.

6) **Incorporation of Provisions:** The contractor shall include the provisions of paragraphs (1) through (6) in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations or directive issued pursuant thereto. The contractor shall take such action with respect to any subcontract or procurement as the Recipient or the Federal Highway Administration may direct as a means of enforcing such provisions including sanctions for non-compliance: Provided; however, that, in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or supplier as a result of such direction, the contractor may request the Recipient to enter into such litigation to protect the interests of the Recipient, and, in addition, the contractor may request the United States to enter into such litigation to protect the interests of the United States.
APPENDIX B
Advertisement for Citizen Advisory Committee (CAC) Meetings and Committees

The Florida-Alabama Transportation Planning Organization (TPO) will hold a public meeting at 9 a.m., Wed., April 10, 2019 in the Tiger Point Community Center, 1370 Tiger Park Ln., Gulf Breeze, Fla. The Technical Coordinating Committee (TCC) will meet on Mon., April 8, 2019 at 8:30 a.m. in Pensacola City Hall, located at 222 W. Main Street. The Citizens' Advisory Committee (CAC) will meet at 3 p.m. on Tues., April 9, 2019 in Pensacola City Hall, located at 222 W. Main Street. The TPO will consider: amending the Florida-Alabama 2040 Long Range Transportation Plan for Two Projects: (1) 1-1-10 from Avalon Boulevard to Okaloosa County Line and (2) 1-10 at Beulah Road Interchange; approving Fiscal Year (FY) 2020 Unified Planning Work Program (UPWP) (Year 2); updating the Florida-Alabama TPO Transportation Alternatives Set-Aside criteria; appointing a nominating committee for the election of Florida-Alabama Transportation Planning Organization (TPO) and advisory committee chairman and vice-chairman for fiscal year (FY) 2020; appointing an Escambia County member as an alternate to the Northwest Florida Regional Transportation Planning Organization (RTPO); adopting the FY 2017-FY 2018 Unified Planning Work Program (UPWP) Year 2 (FY 2018) amendments, authorizing the West Florida Regional Planning Council Executive Director to sign the certifications and assurances and authorizing TPO staff to apply for and execute a Federal Transit Administration FTA Section 5305 grant for use. A full agenda, to include consent items for approval, can be viewed at www.wfroc.org. In compliance with the Americans with Disabilities Act, reasonable accommodations to access meeting, and for limited English proficiency, are available upon request. Persons who require special accommodations under the Americans with Disabilities Act or persons who require translation services should contact Public Involvement toll-free 800-226-8914 or TTY 711, at least 48 hours in advance. Para informacion en espanol, puede llamar a Ada Clark al 850-332-7976, ext. 278 o TTY 711. Si necesita acomodaciones especiales, por favor llame 48 horas de antemanos. Participation is solicited without regard to race, color, national origin, age, sex, religion, disability, or family status. Persons who believe they have been discriminated against on these conditions may file a complaint with the Title VI Coordinator, 850-332-7976, ext. 220.
Legal No. 3469160, April 1, 2019
SANTA ROSA COUNTY TRANSPORTATION DISADVANTAGED
COORDINATING BOARD MEETING

Tues., March 5, 2019, at 2 p.m.
Milton City Hall, Council Chamber
6738 Dixon St., Milton, Fla.

PUBLIC IS INVITED. In compliance with the Americans with Disabilities Act, reasonable accommodations to access meeting, and for limited English proficiency, are available upon request. Persons who require special accommodations under the Americans with Disabilities Act or persons who require translation services should contact Public Involvement at PublicInvolvement@wfrpc.org or toll-free 800-226-8914 or 800-995-8771 for TTY-Florida, at least 48 hours in advance. Por favor a la Sr. Dan Deanda, de los requisitos de acceso o el idioma en el 850-332-7976, ext. 227 o 800-995-8771 para TTY-Florida al menos 48 horas de antelacion. Participation is solicited without regard to race, color, national origin, age, sex, religion, disability, or family status. Persons who believe they have been discriminated against on these conditions may file a complaint with the Title VI Coordinator, at TitleVI@wfrpc.org or 850-332-7976.
El propósito de este documento es para detallar específicos procedimientos de queja para mejores esfuerzos de documentación tocante al Título VI y estatutos relacionados.

El título VI de la Ley de Derechos Civiles de 1964 dispone que:

ninguna persona en los Estados Unidos, por motivos de raza, color, nacionalidad, edad, discapacidad, familia, sexo o condición religiosa, será excluida de la participación, se le negarán los beneficios o será objeto de discriminación o represalias. bajo cualquier programa o actividad financiada con fondos federales o no federales administrados por esta agencia o sus subreceptores.

SANTA ROSA COUNTY no condona la discriminación y cree que todos deben ser protegidos basado en la criteria citada y no serán excluidos de participación en, negados beneficios de, a través de actividades de SANTA ROSA COUNTY Transportación.

SANTA ROSA COUNTY PROCEDIMIENTO DE QUEJA: Toda persona que cree que él o ella, o una clase específica de personas, ha sido objeto de discriminación basada en raza, color, país de origen, por SANTA ROSA COUNTY puede fichar una queja si entregue el formulario para quejas adjunto. Este formulario está disponible en nuestras oficinas y puede ser enviado por correo postal, o, correo electrónico. SANTA ROSA COUNTY investigue quejas entregadas dentro de 60 días después del alegado incidente. Cuando SANTA ROSA COUNTY reciba una queja, la queja será repasada para determinar si esta completa. SANTA ROSA COUNTY va a procesar todas las quejas completas que hayan sido entregadas.

Si se requiere más información para resolver el caso, SANTA ROSA COUNTY se pondrá en contacto con el demandante. El demandante dispone de 15 días hábiles desde la fecha de dicho contacto para enviar la información solicitada al investigador asignado al caso. Si el demandante no se pone en contacto con el investigador asignado o no recibe la información pedida dentro de los 15 días hábiles, SANTA ROSA COUNTY puede cerrar administrativamente el caso. Un caso también puede ser administrativamente cerrado si el demandante ya no desea continuar con su caso.

Después de que el investigador revisa la queja, se emitirá una notificación escrita al demandante: una carta para finalizar el caso o una carta de hallazgo (LOF). Una carta finalizando el caso resumirá las alegaciones y afirmará que no había una violación del Título VI y que el caso será cerrado. Una carta de hallazgo (LOF) resume las alegaciones y la información tocante al alegado incidente, y explica si una acción disciplinaria, entrenamiento adicional del funcionario u otra acción ocurrirá. Si el demandante desea apelar la decisión, tiene 10 días después de la fecha de la carta o la LOF para hacerlo.

Una persona también puede presentar una queja directamente con la Administración Federal de Tránsito (FTA), a la FTA Office of Civil Rights, 1200 New Jersey Avenue SE, Washington, DC 20590.

Es la póliza de SANTA ROSA COUNTY que si algún grupo lingüístico que tenga Dominio Limitado del Inglés (LEP) alcanza cinco por ciento o 1.000 personas de la población total (a partir de datos del censo), ofreceremos servicios de traducción orales libres. De la misma manera, se proporcionarán documentos vitales en el idioma correspondiente (cuando sea necesario). El área de servicio del Condado de Gadsden contiene más de 1.000 personas que hablan Inglés "Menos que Muy Bien". Por lo tanto, dispondremos de empleados de tiempo completo que hablan el idioma de LEP más común, español, para servicios de traducción cuando sea necesario. Además, nuestros conductores de autobuses de ruta fija desviados tienen acceso a la traducción en español a las frases comunes en sus vehículos para ayudar con la comunicación con los pasajeros de habla hispana. Del mismo modo, información, tales como aumentos de tarifas se publican dentro de los vehículos en Inglés y en Español.
Santa Rosa County

Title VI / Nondiscrimination Program

Complaint of Discrimination

Santa Rosa County is a recipient of federal funding abides by Title VI/Nondiscrimination Programs. As a result, it is the policy of this agency, under Title VI of the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; Age Discrimination Act of 1975; Section 324 of the Federal-Aid Highway Act of 1973; Civil Rights Restoration Act of 1987; the Florida Civil Rights Act of 1992, and related statutes and regulations, that no person in the United States shall, on the basis of race, color, national origin, age, disability, family status, sex or religion be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination or retaliation under any federally or non-federally funded program or activity administered by this agency or its sub-recipients.

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<tr>
<th>Complainant(s) Name:</th>
<th>Complainant(s) Address:</th>
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<th>Complainant(s) Phone Number:</th>
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<th>Complainant's Representative's Name, Address, Phone Number and Relationship (e.g. friend, attorney, parent, etc):</th>
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<tr>
<th>Name and Address of Agency, Institution, or Department Whom You Alleged Discriminated Against You:</th>
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<th>Names of the Individual(s) Whom You Alleged Discriminated Against You (If Known):</th>
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<th>Discrimination Because Of:</th>
<th>Race</th>
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<th>National Origin</th>
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<th>Sex</th>
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<th>Handicap/Disability</th>
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<th>Religion</th>
<th>Family Status</th>
<th>Other</th>
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<th>Date of Alleged Discrimination:</th>
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Please list the name(s) and phone number(s) of any person, if known, that the Santa Rosa Board of County Commissioners could contact for additional information to support or clarify your allegation(s).

Please explain as clearly as possible how, why, when and where you believe you were discriminated against. Include as much background information as possible about the alleged acts of discrimination. Additional pages may be attached if needed.

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<th>Complainant(s) or Complainant(s) Representatives Signature:</th>
<th>Date of Signature:</th>
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Mail or Fax Completed Form to: Santa Rosa County, Title VI Coordinator 850-983-1863 ph

Title VI Website: [https://www.santarosa.fl.gov/306/Title-VI-Policy-Statement](https://www.santarosa.fl.gov/306/Title-VI-Policy-Statement) (Keyword Title)

DeVann Cook, Risk Management Director 850-981-2003 fax

6495 Caroline Street, Suite I [DevannC@santarosa.fl.gov](mailto:DevannC@santarosa.fl.gov) email

Milton, FL 32570
### Sección I:

**Nombre:**

**Dirección:**

**Teléfono (Residencial):**

**Teléfono Secundario (Opcional):**

**Correo Electrónico:**

### Sección II:

¿Está usted presentando esta queja en nombre propio?  

| Sí* | No |

*Si usted ha contestado "sí" a esta pregunta, vaya a la Sección III.

Si su respuesta es “no”, por favor provea el nombre y relación con la persona para la cual usted presenta la queja.

Por favor explique la razón que usted presenta esta queja en nombre de otra persona:

Si usted está presentando una queja de parte de otra persona, por favor confirme que usted ha obtenido el permiso de la persona perjudicada.

| Sí | No |

### Sección III:

Creo que la discriminación de la que fui objeto se basó en (marque todos que correspondan):

- [ ] Raza
- [ ] Colór
- [ ] Origen Nacionál

Fecha de la supuesta discriminación (Mes, Día, Año): ___________

Explique lo más claro posible que lo que sucedió y por qué usted cree que fue objeto de discriminación. Describa a todas las personas que estuvieron involucradas. Incluya el nombre e información de contacto de la(s) persona(s) que lo discriminaron (si los conoce) así como los nombres e información de contacto de cualquier testigo. Si necesita más espacio, por favor use la parte del dorso lado del formulario o adjunte hojas adicionales.

---

### Sección IV:

¿Ha presentado anteriormente una queja del Título VI con SANTA ROSA COUNTY?  

| Sí | No |

### Sección V:

¿Ha presentado una queja ante otra agencia Federal, Estatal, Local, o ante cualquier otra agencia Federal o Corte Estatal?
[ ] Sí  [ ] No
Si usted contesta que “sí”, marque todas las opciones que correspondan:
[ ] Agencia Federal: ______________________
[ ] Corte Federal: ______________________    [ ] Agencia Estatal: ____________
[ ] Corte Estatal: ______________________    [ ] Agencia Local: ____________

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

Nombre:

Posición:

Agencia:

Dirección:

Teléfono:

Sección VI:
Nombre de la Agencia de Tránsito contra la que se presenta la queja:

Persona de contacto:

Posición:

Teléfono:

Puede adjuntar cualquier material escrito u otra información que usted considere pertinente para su queja.

Se requiere firma y fecha abajo para completar este formulario:

_________________________________________  __________________
Firma Fecha

Favor de presentar este formulario en persona o enviarlo por correo a la siguiente dirección:
DeVann Cook, Title VI Coordinator
6495 Caroline Street, Suite I
Milton, FL 32570
850-983-1863
APPENDIX D

Board Minutes, Resolution, and other appropriate documentation showing the Board of County Commissioner reviews and approved the Title VI Program
RESOLUTION NO. 2019-14

A RESOLUTION OF THE SANTA ROSA BOARD OF COUNTY COMMISSIONERS ADOPTING THE TITLE VI AND NONDISCRIMINATION POLICY AND PLAN INCLUDING LIMITED ENGLISH PROFICIENCY (LEP)

WHEREAS, the Congress of the United States has enacted certain legislation known as the Title VI Act of 1964 and the Civil Rights Restoration Act of 1987 ("Title VI Legislation"); and

WHEREAS, the Title VI Legislation require government agencies receiving federal assistance to ensure no person is excluded from participation in, denied the benefit of, or subjected to discrimination on the basis of race, color, or national origin during any activity or program; and

WHEREAS, federal regulations clarify the intent of Title VI to include all programs and activities of federal-aid recipients, sub-recipients and contractors whether those programs and activities are federally funded or not:

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF SANTA ROSA COUNTY, FLORIDA CERTIFIES THAT THE FUNDS SHALL BE USED IN ACCORDANCE WITH TITLE VI OF THE CIVIL RIGHTS ASSURANCES AND TITLE VI OF THE CIVIL RIGHTS ACT.

PASSED AND ADOPTED by the Santa Rosa County Board of County Commissioners on a vote of 5 yeas, 0 nays, and 0 absent, in regular session, this 25th day of April 2019.

BOARD OF COUNTY COMMISSIONERS
SANTA ROSA COUNTY, FLORIDA

By: Sam Parker, BOCC Chairman

ATTEST:
Donald C. Spencer, Clerk of Courts
TITIE VI/ NONDISCRIMINATION ASSURANCE

Santa Rosa County

Pursuant to Section 9 of US DOT Order 1050.2A, the ________________ assures the Florida Department of Transportation (FDOT) that no person shall on the basis of race, color, national origin, sex, age, disability, family or religious status, as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, the Florida Civil Rights Act of 1992 and other nondiscrimination authorities be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination or retaliation under any program or activity.

Santa Rosa County

The _________________ further assures FDOT that it will undertake the following with respect to its programs and activities:

1. Designate a Title VI Liaison that has a responsible position within the organization and access to the Recipient's Chief Executive Officer.

2. Issue a policy statement signed by the Chief Executive Officer, which expresses its commitment to the nondiscrimination provisions of Title VI. The policy statement shall be circulated throughout the Recipient's organization and to the general public. Such information shall be published where appropriate in languages other than English.

3. Insert the clauses of Appendices A and E of this agreement in every contract subject to the Acts and the Regulations.

4. Develop a complaint process and attempt to resolve complaints of discrimination against sub-recipients. Complaints against the Recipient shall immediately be forwarded to the FDOT District Title VI Coordinator.

5. Participate in training offered on Title VI and other nondiscrimination requirements.

6. If reviewed by FDOT or USDOT, take affirmative action to correct any deficiencies found within a reasonable time period, not to exceed ninety (90) calendar days.

7. Have a process to collect racial and ethnic data on persons impacted by your agency's programs.

THIS ASSURANCE is given in consideration of and for the purpose of obtaining any and all federal funds, grants, loans, contracts, properties, discounts or other federal financial assistance under all programs and activities and is binding. The person whose signature appears below is authorized to sign this assurance on behalf of the Recipient.

8/11/2020

Dated ____________

by ________________

Dan Schebler

Chief Executive Officer

Digitally signed by Dan Schebler
Date: 2020.08.12
08:27:40 -05'00'
APPENDIX E

Title VI/NONDISCRIMINATION ASSURANCE LAP
APPENDICES A and E

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 shall comply with the Regulations relative to nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation (hereinafter, “USDOT”) Title 49, Code of Federal Regulations, Part 21, as they may be amended from time to time, (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this Agreement.

2. Nondiscrimination: The Contractor, with regard to the work performed during the contract, shall not discriminate on the basis of race, color, national origin, sex, age, disability, religion or family status in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The Contractor shall not participate either directly or indirectly in the discrimination prohibited by section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.

3. Solicitations for Subcontractors, including Procurements of Materials and Equipment: In all solicitations made by the Contractor, either by competitive bidding or negotiation for work to be performed under a subcontract, including procurements of materials or leases of equipment; each potential subcontractor or supplier shall be notified by the Contractor of the Contractor’s obligations under this contract and the Regulations relative to nondiscrimination on the basis of race, color, national origin, sex, age, disability, religion or family status.

4. Information and Reports: The Contractor shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Florida Department of Transportation, the Federal Highway Administration, Federal Transit Administration, Federal Aviation Administration, and/or the Federal Motor Carrier Safety Administration, to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of a Contractor is in the exclusive possession of another who fails or refuses to furnish this information the Contractor shall so certify to the Florida Department of Transportation, the Federal Highway Administration, Federal Transit Administration, Federal Aviation Administration, and/or the Federal Motor Carrier Safety Administration as appropriate, and shall set forth what efforts it has made to obtain the information.

5. Sanctions for Noncompliance: In the event of the Contractor’s noncompliance with the nondiscrimination provisions of this contract, the Florida Department of Transportation shall impose such contract sanctions as it or the Federal Highway Administration, Federal Transit Administration, Federal Aviation Administration, and/or the Federal Motor Carrier Safety Administration may determine to be appropriate, including, but not limited to:

a. withholding of payments to the Contractor under the contract until the Contractor complies, and/or
b. cancellation, termination or suspension of the contract, in whole or in part.

6. Incorporation of Provisions: The Contractor shall include the provisions of paragraphs (1) through (7) in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto. The Contractor shall take such action with respect to any subcontract or procurement as the
Florida Department of Transportation, the Federal Highway Administration, Federal Transit Administration, Federal Aviation Administration, and/or the Federal Motor Carrier Safety Administration may direct as a means of enforcing such provisions including sanctions for noncompliance. In the event a Contractor becomes involved in, or is threatened with, litigation with a sub-contractor or supplier as a result of such direction, the Contractor may request the Florida Department of Transportation to enter into such litigation to protect the interests of the Florida Department of Transportation, and, in addition, the Contractor may request the United States to enter into such litigation to protect the interests of the United States.

(7.) Compliance with Nondiscrimination Statutes and 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, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures non-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. 1681 et seq).