



# **Title VI Implementation Plan**

## **FFY 2021**



Oregon Department of Transportation  
Office of Civil Rights  
3930 Fairview Industrial Drive SE MS23  
Salem, OR 97302-1166

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## INTRODUCTION TO ODOT

**The Mission of Oregon's Department of Transportation (ODOT)** is to provide a safe and efficient multi-modal transportation system supporting economic opportunity and livable communities within Oregon.

**ODOT's Values** inform decision making and guide our actions in working with each other, our partners and the communities we serve:

- **Integrity:** We are accountable and transparent with public funds and hold ourselves to the highest ethical standards.
- **Safety:** We share ownership and responsibility for ensuring safety in all that we do.
- **Equity:** We embrace diversity and foster a culture of inclusion.
- **Excellence:** We use our skills and expertise to continuously strive to be more efficient, effective and innovative.
- **Unity:** We work together as One ODOT to provide better solutions and ensure alignment in our work.

ODOT was established to bring together programs that meet the objectives of contributing to the growth and economy of the state by providing for the movement of persons and goods rapidly, safely and economically. ODOT develops and administers Oregon's system of highways and their infrastructure; public transportation services; rail passenger and freight systems; bicycle and pedestrian paths and routes; ports and marine transportation; pipelines; transportation safety programs; driver and vehicle licensing and registration; and the enforcement of statutes, policies and procedures relating to commercial motor carriers.

The Oregon Department of Transportation divides its operations into five geographical regions. Each region is responsible for developing and managing the construction of transportation projects, plus the maintenance of state, federal and interstate highways and other transportation infrastructure within its boundaries. This map depicts the boundaries of the five ODOT regions:



Region 1: Portland Metro

Region 2: Willamette Valley, North and Mid-Coast

Region 3: Southern Oregon and South Coast

Region 4: Central Oregon

Region 5: Eastern Oregon

In 2019, ODOT Director Kris Strickler announced the reorganization of ODOT into four major organizational areas: Revenue, Finance & Compliance; Delivery and Operations; Government & External Relations; and Social Equity. As this document illustrates, ODOT's commitment to nondiscrimination and implementation of Title VI of the Civil Rights Act of 1964 spans across the organization and is an example of the agency's "ONE ODOT" approach to living our Values and implementing our Mission.

## ODOT'S COMMITMENT TO NONDISCRIMINATION

ODOT is a recipient of federal financial assistance. As a condition of receiving these funds, the Department is required to comply with various nondiscrimination laws and regulations including **Title VI of the Civil Rights Act of 1964**. Title VI provides that:

“[n]o person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal assistance.” 42 U.S.C. § 2000d.

Subsequently, federal authorities extended these protections to include sex, age, disability, income level, and Limited English Proficiency. Entities, whether public or private, that receive federal assistance (called recipients) from any federal agency, including the Federal Highway Administration (FHWA), must take concrete steps to ensure nondiscrimination in their programs and activities.

**It is the Oregon State Department of Transportation's policy to assure that no person shall, on the grounds of race, color, national origin, age, sex, disability, income level or Limited English Proficiency as provided by Title VI of the Civil Rights Act of 1964 and related authorities, be excluded from participation in, be denied the benefit of, or be otherwise discriminated against under any of the programs or activities it administers.**

## THIS TITLE VI PLAN & ASSURANCES

ODOT'S Title VI Plan is being prepared in accordance with Title 23, CFR Part 200.0 (b) (11), through which the Federal Highway Administration (FHWA) specifically requires recipients of Federal-Aid Highway Program funds to prepare a Title VI Implementation Plan. Title VI plans should describe the roles, responsibilities and procedures for assuring compliance with Title VI of the Civil Rights Act of 1964 and related regulations and directives by the state transportation agency.

The **ODOT Office of Civil Rights Title VI Program** is in place to ensure compliance with federal directives, including implementation of this plan. This Title VI Implementation Plan provides specific information that outlines ODOT's Title VI implementation processes and procedures, including information about the ODOT organization and staff structure, program monitoring, compliance review of external agencies in receipt of Federal Aid Highway Program funds through ODOT, the investigation and disposition of discrimination complaints, and other Title VI activities and assurances.

**This Title VI Implementation Plan additionally provides guidance regarding language access for individuals with Limited English Proficiency (LEP)** and referral for additional information to ODOT's Limited English Proficiency Plan. Executive Order 13166 on *Improving Access to Services for Persons with Limited English Proficiency* requires Federal agencies to examine the services they provide, identify any need for services to LEP individuals, and develop and implement a system to provide those services in such a way that LEP persons can have meaningful access to them. FHWA requires ODOT to take the necessary actions to ensure that LEP persons are provided an equal opportunity to benefit from or have access to ODOT programs, facilities and services. The access of LEP persons is regarded as a component of Title VI implementation under the protection from discrimination based on national origin. Together, the Title VI Program and the language access principles described in the LEP Plan, advance the inclusion of marginalized community members and protect against discrimination.

On April 24, 2013, the Secretary of Transportation signed the **DOT Standard Title VI Assurances and Nondiscrimination Provisions, Order 1050.2A**, requiring that recipients of federal aid assure they will promptly take any measures necessary to implement Title VI as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation, through the Federal Highway Administration, and 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);

**A copy of the Standard Title VI Assurances and Nondiscrimination Provisions signed by ODOT Director Kris Strickler for Federal Fiscal Year 2021 appears as an appendix at the end of this document.**

**This 2021 Title VI Implementation Plan** can be accessed online here:

[https://www.oregon.gov/odot/Business/OCR/SiteAssets/Lists/Non\\_Dis\\_Main\\_List/EditForm/ODOT Title VI Implementation Plan 2021 FINAL.pdf](https://www.oregon.gov/odot/Business/OCR/SiteAssets/Lists/Non_Dis_Main_List/EditForm/ODOT Title VI Implementation Plan 2021 FINAL.pdf)

## **ORGANIZATIONAL STRUCTURE**

The Oregon Department of Transportation Title VI Program is implemented by the Office of Civil Rights and coordinated by the Title VI/Environmental Justice/ADA Program Manager. The Program Manager is responsible for implementation of this plan, providing assistance regarding Title VI nondiscrimination information and activities, and monitoring of subrecipients of Federal financial assistance through ODOT. This position reports to the Manager of the Office of Civil Rights Manager.

Title VI/EJ/ADA Program Manager: David Morrissey. Telephone: (503) 986-3870.

Contact with the ODOT Office of Civil Rights can be made at:

Oregon Department of Transportation  
Office of Civil Rights, MS 23  
3930 Fairview Industrial Drive SE  
Salem, Oregon 97302-1166  
Telephone: 503-986-4350

Within the Office of Civil Rights, staff at multiple levels participate in Title VI implementation functions:

### **Office of Civil Rights Manager:**

- Works collaboratively with federal and state authorities in communicating Title VI program requirements.
- Works closely with ODOT's Title VI program staff to implement the Department's Title VI work plan through programs, procedures and ongoing monitoring.
- Advises Title VI Program staff of Title VI related problems and discrimination complaints.
- Communicates with the Title VI program staff regarding projects that are in development phases where Title VI issues may arise.
- Leads OCR reviews of agency directives to determine if there are any Title VI implications.

### **Title VI Program Manager:**

- Coordinates Title VI Program Development and Implementation with internal program areas.
- Provides technical assistance and advice on Title VI matters to program area Subject Matter Experts (SMEs) and program area managers.
- Conducts Title VI reviews of internal program areas, Metropolitan Planning Organizations (MPOs) and local subrecipients to ensure Title VI compliance.
- Review ODOT program areas to correct identified Title VI problems, including discriminatory practices of policies.
- Provides Title VI training for ODOT internal staff and subrecipients.
- Completes ODOT's Title VI Implementation Plan for submission to FHWA by October 1<sup>st</sup> of each year and the Title VI Annual Accomplishment Report for submission to FHWA by November 1st each year.

- Manages complaint disposition including investigation, documentation, resolution and, when applicable, interagency case transfer due to jurisdiction or higher authority requirements.
- Works with program areas to collect and document statistical data.
- Distributes and, where necessary translates, Title VI documents for the public.
- Reviews ODOT program manuals, contracts and policy documents to determine whether Title VI is appropriately addressed and implemented department-wide.

#### **Civil Rights Programs Coordinator:**

- Assists the Title VI/EJ/ADA Manager and the Intermodal Civil Rights Manager with implementation of the nondiscrimination programs within OCR.
- Provides training support and outreach to ODOT staff and ODOT Stakeholder Groups.
- Assists with data coordination and analysis, tracking of concerns and requests from stakeholder groups.

#### **Civil Rights Field Coordinators:**

- Serve as liaison between the Office of Civil Rights and regional Planning and Development, Construction, Maintenance, and Operations staff.
- Provide assistance, guidance and training to regional programs pertaining to planning, monitoring, training, evaluation, reporting of Disadvantaged Business Enterprise (DBE), Emerging Small Business, Equal Employment Opportunity, Title VI, and workforce development.
- Facilitate internal pre-construction (pre-con) meetings; review affiliated information and document in Civil Rights Compliance Tracking system (CRCT); review DBE forms for accuracy and completion.
- Assist in responding to inquiries from the partner agencies and the public, including referral of inquiries to OCR Title VI Program staff as necessary
- Assist in fact finding as necessary during investigations and taking action to mitigate potential Title VI complaints in their region.

Additionally, **Title VI Subject Matter Experts (SMEs)** based within key ODOT organizational sections and working units participate in Title VI implementation, monitoring and reporting in collaboration with OCR staff. Functions and objectives for this role are discussed in the next section in this document under *Program Area Review Procedures*

**The Director of ODOT has ordered that the Title VI Program Manager, Disadvantaged Business Enterprise Manager, and the Employee Civil Rights Manager have direct and unfettered access to contact and/or meet with him when there is a civil rights concern that needs to be brought to his attention, whether internal to ODOT or through our external partners, customers or contractors.** Under this policy, these designated officials need not obtain any other organizational or managerial approval and will have the full support of his staff to work directly with him to address civil rights matters. Additionally, the Title VI Coordinator will receive the full participation and cooperation of

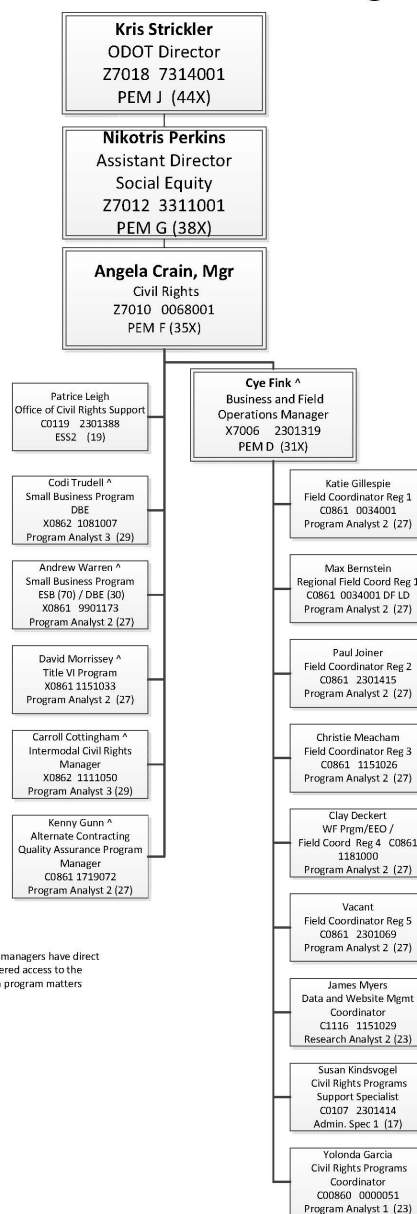
affected ODOT staff, as needed, in implementing ODOT’s Title VI compliance activities, including compliance with 49 C.F.R. part 21 (Nondiscrimination In Federally-Assisted Programs Of The Department Of Transportation - Effectuation Of Title VI Of The Civil Rights Act Of 1964).

The following organizational chart illustrates the position of the Office of Civil Rights and its staff within the department:



June 2020

## ODOT Office of Civil Rights



^ Program managers have direct and unfettered access to the director on program matters



## PROGRAM AREA REVIEW PROCEDURES

The Title VI Program staff reviews the implementation of Title VI within ODOT programs and organizational sections to assess compliance, support nondiscrimination enforcement through technical assistance, and identify opportunities for systems improvement, including through training.

Key organizational sections engaged in ongoing Title VI implementation review, data collection and reporting, and priority content areas for attention by the relevant unit staff, include:

### ❖ **Planning:**

- Statistical data on race, color, national origin, age, disability or sex of participants in attendance at public participation opportunities.
- Data relating to LEP populations.
- Demographics of membership of advisory councils and policy boards.
- Number of public involvement opportunities (hearings, open houses, public meetings).
- Alternative languages used in translation of vital documents or communicating with LEP populations.
- Requests for accommodation at public meetings.

### ❖ **Right of Way:**

- Demographic data on relocatees.
- Maintain database records of approved relocation and acquisition consultants and appraisers.
- Supporting data that illustrates objectivity when valuing the property.
- Ensure that Appendix D and Appendix C (as applicable) of the standard FHWA Assurances for Title VI and other Nondiscrimination Statutes and Regulations document need to be included in all Right of Way related excess land disposals (excess land sales) and air space leases/licenses.

### ❖ **Construction:**

- Monitor grant language.
- Gather data (race, color, national origin, sex, disability, age) illustrating the number of minorities and low-income populations participate in construction contracts.
- Ensures that Appendix A of the standard FHWA Assurances for Title VI and other Nondiscrimination Statutes and Regulations document is included in prime contracts, consultant agreements and that prime contractors are ensuring that Appendix A is included in all subcontracts regardless of tier.

### ❖ **Research:**

- Ensures that all State planning and research (SPR) and metropolitan funds (PL) used for research are awarded in a nondiscriminatory manner.

❖ **Maintenance:**

- Ensures that the development and implementation of the Maintenance Program is compliant with Title VI/Nondiscrimination requirements.
- Process to periodically review the implementation of the actual process to ensure the Maintenance Program is being implemented in a nondiscriminatory manner.

❖ **Safety:**

- Ensures its subrecipients receiving federal funds include the Title VI Assurances.
- Ensures that all Project Development phases for Safety projects follow the same processes that non-Safety projects follow.
- The development of the Highway Safety Improvement Plan (HSIP), Strategic Highway Safety Plan (SHSP), and other Safety related documents requiring public input need to be developed according to ODOT's Public Participation Process.

A primary strategy for implementing and monitoring both Title VI and LEP functions of internal ODOT programs is the positioning of **Title VI Nondiscrimination Subject Matter Experts (SMEs)** in key organizational sections across ODOT. These individuals serve as focal points for nondiscrimination information and compliance practices within their office. Historically ODOT's Title VI Program has engaged staff in key divisions both routinely and on a case by case basis as needed, depending on the nature of the program and its implications for Title VI. Following ODOT's restructuring in 2020, the Title VI Program intends to expand the cohort of Title VI Nondiscrimination SMEs, increase the frequency of interactions with the SMEs as a team, and ultimately increase the agency's overall impact in implementing Title VI and LEP functions by fostering nondiscrimination expertise across the organization.

## **SUBRECIPIENT MONITORING PROGRAM**

ODOT's Title VI compliance monitoring of subrecipients is conducted under the direction of the Office of Civil Rights. All subrecipients of Federal funding through ODOT are subject to Title VI compliance reviews. Reviews to monitor compliance among FHWA subrecipients include engaging metropolitan planning organizations (MPOs) and local public agencies (LPAs) like cities and counties. These subrecipients are also charged with Title VI responsibilities such as maintaining a Title VI implementation plan, providing to ODOT an Annual Accomplishment Report, and ensuring that any contractors follow the same nondiscrimination regulations as ODOT and its subrecipients.

The Title VI Manager will develop a schedule for conducting up to four external compliance reviews of ODOT subrecipients in 2021. At a minimum, two LPA and one MPO review will take place each year. The Title VI Program Manager will report the outcome of the annual subrecipient review program in ODOT's annual goals and accomplishment reporting to FHWA.

Reviews include a combination of a desk review to examine agency documents that outline nondiscrimination processes and Title VI implementation planning; a questionnaire for agency leadership to complete with information about the organizational structure, training and compliance

monitoring, application of demographic data, and language access for LEP individuals; and when possible, an onsite visit by representatives of ODOT's Office of Civil Rights.

The selection process includes identifying which entities have not been reviewed previously or within three years. Additional factors include population size, amount of Federal funding through ODOT, and potential impacts on Title VI and LEP populations served. Local agencies with previously identified corrective action will be the priority candidates for review.

Critical elements for subrecipient review include signed FHWA Assurances for Title VI and other Nondiscrimination Statutes and Regulations at least every three years; the application of Title VI Nondiscrimination Assurance annexes in all solicitations for bid requests, proposals, prime and sub contracts, including the FHWA-funded Project Agreement paragraph; requiring the identification of a Title VI Coordinator; a Title VI Implementation Plan that is updated every third anniversary year of the original approved Plan; data-informed planning and public participation strategies, including in service to LEP individuals; and a complaint process that ensures prompt processing, investigation, and resolution.

**ODOT's Certified Programs Office** works in concert with OCR to ensure the compliance of certified LPAs in Oregon. OCR tracks which of its subrecipients are in compliance with the Federal requirements in accordance with Title 23, CFR Part 200.0 (b) (11) and shares that information with the CPO. Additionally, a new database tool has been developed to track each Title VI Plan and Annual Accomplishments Report submitted to OCR. This information is shared with the Local Certification Program staff for up to date and accurate LPA information.

ODOT sub recipients are also charged with Title VI responsibilities such as submitting a Title VI Plan and an Annual Accomplishment Report. In 2020, the Title VI Program Manager communicated the annual Title VI reporting requirement for subrecipients through a series of training events and written communication toward a goal of broader functional compliance, timely annual report submission and statewide capacity building for Title VI Nondiscrimination implementation.

## **DATA COLLECTION**

ODOT's collection, analysis and monitoring of Title VI and related nondiscrimination data is a critical function for determining whether negative impacts or burdens are disproportionately impacting protected populations and in ensuring the agency's services, projects, and programs are being administered without discrimination. Examples of relevant data include:

- Statistical data on race, national origin, age and sex and statements of disability of participants in and beneficiaries of ODOT programs based on surveys and questionnaires completed by impacted individuals.
- Number of complaints filed each year and the outcomes reached.
- Summary statements (final reports) of compliance reviews.
- Training and technical assistance provided.
- Population eligible to be served.
- Community boundaries.
- Public involvement techniques (e.g. minority citizen advisory committees).

- Compilation make up of any planning or advisory board that is an integral part of the program.
- Board membership composition of advisory and policy committees.

Data is gathered from various resources including the U.S. Census Bureau, school districts, religious and/or community organizations, as well as data from state and local governments. A new database for maintaining ODOT subrecipient Title VI compliance data is in development currently by the Office of Civil Rights. Once the appropriate data has been collected, the agency is tasked with analyzing the data to identify any trends or patterns. Data analysis provides a link to the rationale behind selected policies and decisions and provides a measure of performance.

In addition to statistical data based on race, color and national origin, ODOT staff may access Trans GIS <http://gisintra.odot.state.or.us/TransGIS/> for online mapping information (Limited English Proficiency is not a function of this application). ODOT also maintains a database of customer-submitted access and accommodation requests and related inquiries under the Americans with Disabilities Act. This *ADA Comments, Questions, Concerns or Requests (CQCR)* system facilitates timely customer response, solution-focused processes, and analysis for effective ADA implementation monitoring and reporting.

Other relevant data collected will vary depending on each program area. Each organizational area Subject Matter Expert will work with staff in their respective area to gather data for reporting purposes. Once the appropriate data has been collected, the SME will analyze the data to identify any trends or patterns in order to assist the Title VI Program Manager in identifying training needs and any compliance issues that may need to be addressed.

## TRAINING

OCR has a goal of providing responsive training solutions on the core elements of Title VI and other civil rights programs, including subrecipient compliance, Disadvantages Business Enterprises, Americans with Disabilities Act implementation, and language access for LEP individuals. OCR provides training opportunities for our both internal staff and external stakeholders, including ODOT's Federal aid subrecipients. Training activities occur throughout the program year in collaboration with local agencies, regional Civil Rights Field Coordinators, and federal partners like FHWA, as possible.

Training topics of recurring interest to ODOT stakeholders and partners included best practices regarding Title VI implementation, data collection and demographic analysis, complaint disposition procedures, reporting requirements, and how ODOT works with external partners like subrecipients and the public works contractor community. Title VI Nondiscrimination Subject Matter Experts (SMEs) will be engaged in training planning and design beginning in 2021 to ensure that OCR's training capacity serves those organizational sections with the greatest need with the right information and procedural guidance.

In 2021, OCR will work in partnership with ODOT's Commerce and Compliance Division, which now includes ODOT's Drivers and Motor Vehicles (DMV) and Motor Carrier Services offices, to provide training content on Title VI, nondiscrimination access for LEP individuals, and related nondiscrimination topics. OCR staff also look to continue engagement and education of the public works contractor community through video or webinar trainings in 2021.

With the adoption of this Title VI Implementation Plan for 2021, the Title VI Program will conduct roll-out activities of a revised nondiscrimination poster for public posting in ODOT facilities. Translated into five languages, this new poster is included as an appendix at the end of this report, and can also serve as a training tool for use by Title VI Nondiscrimination SMEs within their offices.

## **COMPLAINT DISPOSITION PROCESS**

ODOT has an established complaint disposition procedure that describes a prompt process for investigations and disposition of complaints of discrimination based on Title VI and related nondiscrimination authorities. ODOT follows FHWA's guidance for complaint disposition as conveyed in the [Procedures Manual for Processing External Complaints of Discrimination](#). ODOT's complaint procedures are summarized for the public on the [ODOT web page about the Title VI program](#) and [the online complaint submission form](#).

The ODOT Office of Civil Rights maintains a secure log of complaints that have potential Title VI implications and includes a summary of those complaints in its annual Title VI Goals and Accomplishments Report to the Federal Highway Administration. This log includes name of complainant; identification by demography (i.e., race, color, national origin, etc.); allegation(s); complaint date; date of Report of Investigation; determination made and date; and any other relevant information as deemed appropriate. ODOT also maintains case files of complaint investigations.

ODOT shall make case files and the complaint log available to the Federal Highway Administration upon request. Complaint disposition includes investigation of a complaint if ODOT determines that an investigation is warranted. A Complainant, if dissatisfied with how ODOT disposed of her/his complaint, may file a separate complaint with FHWA or other relevant modal units of USDOT.

## **DISSEMINATION OF TITLE VI INFORMATION**

ODOT has posted notification of its nondiscrimination policy with a poster in all facilities. A revised poster for 2021 appears as an appendix at the end of this document. The poster provides notice of ODOT's Nondiscrimination policy, its compliance with Title VI of the Civil Rights Act of 1964 and related nondiscrimination authorities, and provides guidance for seeking additional information and filing complaints of discrimination. The revised poster will be disseminated to all ODOT facilities for public notice posting.

ODOT's Nondiscrimination policy statement is also posted on its [website](#); ODOT's website is compliant with Section 508 of the Rehabilitation Act of 1974 and accessible to visitors with disabilities. The website also provides submission forms for filing complaints under Title VI and the Americans with Disabilities Act. A discrimination complaint hotline, 855-540-6655, is also disseminated online and through various ODOT printed materials.

All ODOT representatives participating in project delivery are responsible for assisting in, providing for and supporting, effective public involvement. As a result, public involvement is implemented at different milestones. Accordingly, the methods used to include the public will vary based on the

composition of the population impacted by the project. The Planning, Project Development, Right-of-Way, and Environmental program areas implement public involvement based on the needs within the program area. Regardless of the strategy, a Public Involvement Plan is required for each project.

ODOT's core objectives in carrying out its public participation obligations include:

- Tailor outreach to underrepresented groups such as minority, low-income, elderly, and disabled populations to gather input to determine the targeted community's issues and concerns.
- Ensure outreach is translated to reach limited English proficient populations.
- Establish a Public Involvement Plan for each ODOT project.
- Maintain a record of all updates or significant changes to the project based on information obtained through public outreach.

ODOT planners, project managers and public information officers utilize the nondiscrimination policy statement, and a notice of availability of reasonable accommodations to assure access for persons with disabilities, to inform the public of their rights in transportation planning processes, construction project announcements, and announcement of public participation events.

Oregon employs several guidelines for inclusive public involvement:

- **ODOT Public Involvement Policy**, Oregon Transportation Commission-11, May 28, 2009.  
<https://www.oregon.gov/ODOT/Planning/Pages/Public-Involvement.aspx>  
This 2009 Public Involvement Policy provides policy direction applicable to the Public Involvement Policies and Procedures adopted by the Oregon Transportation Commission.
- **ODOT Project Delivery Leadership Team Operational Notice** – June 25, 2015  
[https://www.oregon.gov/ODOT/Engineering/Doc\\_TechnicalGuidance/PDLTNotice12.pdf](https://www.oregon.gov/ODOT/Engineering/Doc_TechnicalGuidance/PDLTNotice12.pdf)  
This 2015 Project Delivery Leadership Team Operational Notice provides guidance in Project Management and Public Involvement Expectations for Project Delivery.

The following guidelines are intended to aid local jurisdictions in the preparation or update of their transportation system plans.

- This **ODOT 2021 Title VI Implementation Plan**  
[https://www.oregon.gov/odot/Business/OCR/SiteAssets/Lists/Non\\_Dis\\_Main\\_List/EditForm/ODOT\\_Title\\_VI\\_Implementation\\_Plan\\_2021\\_FINAL.pdf](https://www.oregon.gov/odot/Business/OCR/SiteAssets/Lists/Non_Dis_Main_List/EditForm/ODOT_Title_VI_Implementation_Plan_2021_FINAL.pdf)
- **Statewide Transportation Improvement Program (STIP) 2018-2021**  
<https://www.oregon.gov/ODOT/STIP/Pages/index.aspx>  
ODOT provides a 45-day public review period of the draft STIP and a 45-day public review period for any major revisions.
- **Oregon Transportation Plan Goals, Policies and Strategies**  
<https://www.oregon.gov/ODOT/Planning/Pages/Plans.aspx>  
Provide equal access to public information and decision-making about transportation planning, financing, construction, operations and maintenance activities.

Citizens participate in developing the STIP by getting involved prior to the project's inclusion into the STIP. Citizens can get involved in the transportation planning process in their community and can influence what projects get included in adopted plans. Local plans that are used to prepare the STIP include:

- City and county transportation system plans (TSP)
- Regional transportation plans for metropolitan areas (RTP)
- Transit agency plans
- Tribal government transportation improvement plans (TIP)
- ODOT facility plans

ODOT accomplishes much of the public involvement on project selection for the STIP through the Area Commissions on Transportation (ACTs) s and the Metropolitan Planning Organizations (MPOs). ACTs provide a critical communication link for ODOT with local governments, the business community and the public. Federal agencies, tribal governments, and local officials including MPOs are members of an ACT. For regional and local planning, planners should maintain a customized stakeholder list with appropriate local representatives of these groups.

The following agencies and interest groups are involved in project selection and the STIP development process:

- Area Commissions on Transportation (ACT)
- Cities and counties
- Federal agencies
- Freight Advisory Committee (FAC)
- Indian tribal governments
- Metropolitan Planning Organizations (MPO)
- ODOT program advisory groups
- Transit districts, port districts

The Title VI Program collaborates with Planning and Communications sections of ODOT to review public participation plans and outreach tools within ODOT to enhance capabilities and foster inclusive processes for public involvement.

## **LIMITED ENGLISH PROFICIENCY**

FHWA requires ODOT to take the necessary actions to ensure that persons with Limited English Proficiency (LEP) are provided an equal opportunity to benefit from or have access to federally-conducted and federally-funded programs, activities, facilities and services. The access of LEP persons is regarded as a component of Title VI implementation under the protection from discrimination based on national origin.

The ODOT **Limited English Proficiency Plan** was adopted in 2010 to provide ODOT divisions and business lines with guidelines and resources that will ensure that the Agency is fulfilling our commitment to the

LEP public. The plan also has the purpose of establishing the expectation of how ODOT will assess the relevance of the LEP programs being executed by the agencies and organizations that are ODOT subrecipients of Federal Highway Administration funds.

In developing the plan, OCR had a goal of providing a framework that will help ODOT Program, Region and Area Managers, as well as ODOT subrecipients, better serve the LEP members of our communities. This includes providing 2017 U.S. Census Bureau American Community Survey demographic profile in the State, completion of the Four Factor Analysis for Language Access, and resources available for the procurement of interpretation and translation services. ODOT Directors, Division Administrators, and other managers are responsible for ensuring that meaningful services to LEP persons are provided in their respective divisions, programs and regions. Additionally, region-based OCR Field Coordinators and Title VI Subject Matter Experts are available to provide guidance or referral to the Office of Civil Rights on matters relating to serving LEP individuals.

**ODOT's Limited English Proficiency Plan** was reissued with updated demographic data and other clarifying edits in 2020 and can be accessed online here:

[https://www.oregon.gov/odot/Business/OCR/Documents/FINAL\\_VI\\_LEP\\_PLAN.pdf](https://www.oregon.gov/odot/Business/OCR/Documents/FINAL_VI_LEP_PLAN.pdf)

## **REVIEW OF STA DIRECTIVES**

The ODOT Office of Civil Rights (OCR) participates in agency policy development and review processes. Through the ODOT Office for Social Equity that oversees the Office of Civil Rights, policies under development or review are submitted to the Manager of OCR. The Manager tasks relevant OCR program managers and other technical staff in review and any necessary research. Issues identified as potentially implicating Title VI, the Americans with Disabilities Act or related authorities are returned with comment to the Office for Social Equity and the originating department. Revisions are developed in partnership with OCR and directives are finalized with copy to the Manager of OCR. The Office of the Director and the Oregon Department of Justice can be engaged for assistance in reconciling any unresolved implications or related staff concerns regarding a directive and nondiscrimination, at the discretion of the Manager of the Office of Civil Rights or higher ODOT authority.

## **COMPLIANCE AND ENFORCEMENT PROCEDURES**

ODOT Directors, Division Administrators, and other managers are responsible for ensuring that meaningful implementation of nondiscrimination protections under Title VI and related authorities in their respective divisions, programs and regions. As an organization engaged in continual learning and development, ODOT managers in partnership with Title VI Subject Matter Experts monitor their programs for nondiscrimination training needs among their staff, patterns of discrimination, and accountability in ensuring compliance with Title VI and related authorities. The Title VI Program Manager in 2021 will continue to position and promote OCR for visibility as the agency's resource for addressing these important concerns. The Manager of OCR will continue to lead OCR connectivity to agency leadership and management processes.



Additionally, regional Civil Rights Field Coordinators and Title VI SMEs are available to provide guidance within their sections or referral to the Office of Civil Rights on Title VI and related authorities, including the provision of services for individuals with Limited English Proficiency. The Title VI Program in OCR will support sections as necessary for the fulfillment of Title VI implementation obligations, functions and goals, including for serving individuals with Limited English Proficiency to participate in a meaningful way in the section's programs, activities and services. ODOT regions and organizational sections' appropriate use of the information and methodologies detailed in this Title VI Implementation Plan, as well as ODOT's LEP Plan document and related resources, reflects ODOT's overall intention for full compliance with Title VI.

# **APPENDICES**



# Oregon

Kate Brown, Governor

Department of Transportation

Office of the Director

355 Capitol St NE

Salem, Oregon 97301

## **The United States Department of Transportation (USDOT) Standard Title VI/Non-Discrimination**

### **Assurances**

#### **DOT Order No. 1050.2A**

The Oregon 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, 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 assurance 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 Federally assisted Transportation 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 Transportation Programs and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

"The Oregon 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 to 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 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 to 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, Oregon 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 the Federal Highway Administration 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. You must keep records, reports, and submit the material for review upon request to Federal Highway Administration or its designee in a 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.

Oregon 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. This ASSURANCE is binding on Oregon, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the Federal Transportation Program. The person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

Oregon Department of Transportation

by

  
**Director Kristopher W. Strickler**

DATED 7/23/2020

## 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, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Non-discrimination:** The contractor, with regard to the work performed 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 Subcontracts, 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 the 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 or the Federal Highway Administration 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 or the Federal Highway Administration, 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 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 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 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 the Oregon Department of Transportation will accept title to the lands and maintain the project constructed thereon in accordance with the State of Oregon, the Regulations for the Administration of *(Name of Appropriate Program)*, and the policies and procedures prescribed by the *(Title of Modal Operating Administration)* of 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 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the Oregon 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 Oregon 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 Oregon Department of Transportation, its successors and assigns.

The Oregon 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 Oregon 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 Oregon 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 Non-discrimination covenants, Oregon 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 a deed, in the event of breach of any of the above Non-discrimination covenants, the Oregon 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 Oregon 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 Oregon 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 Non-discrimination covenants, Oregon Department of Transportation will have the right to terminate the (license, permit, etc., as appropriate) and to 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, Oregon Department of Transportation will there upon revert to and vest in and become the absolute property of Oregon 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.)

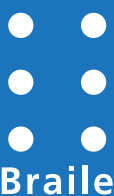
## APPENDIX E

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 non-discrimination 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, 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).



# Your Rights Under Title VI Of The Civil Rights Act

The Oregon Department of Transportation (ODOT) complies with Title VI and the other federal nondiscrimination authorities which prohibit discrimination based on race, color, national origin, age, disability, sex, income level, or Limited English Proficiency in ODOT's programs, activities, services, operations, delivery of benefits, or opportunities to participate.

In an effort to provide equitable access, ODOT provides accessibility aids, translation, and interpretation services for all public events and vital documents free of charge upon request. These services can be obtained by providing reasonable advance notice.

- Need assistance or information?
- Require translation of another ODOT publication?
- Require interpretation for an ODOT event or activity?
- Requesting an aid to improve accessibility to a public event?
- Believe you've been discriminated against?

Please contact the ODOT Office of Civil Rights:

## Title VI Officer

ODOT.TITLEVI@odot.state.or.us

Toll Free: (855) 540-6655

For an Interpreter: 711

Internet Relay: <http://www.sprintip.com>

Fax: (503) 986-6382

## Non Discrimination Policy





# Sus derechos según el Título VI de la Ley de Derechos Civiles

El Departamento de Transporte de Oregon (Oregon Department of Transportation, ODOT) cumple con el Título VI y con las demás autoridades federales de antidiscriminación que prohíben la discriminación por razones de raza, color, nacionalidad, edad, discapacidad, sexo, nivel de ingresos o dominio limitado del idioma inglés en los programas, actividades, servicios, operaciones, obtención de beneficios y oportunidades de participación del ODOT.

En un esfuerzo por proporcionar un acceso equitativo, el ODOT ofrece ayudas de accesibilidad, servicios de traducción e interpretación en todos los eventos públicos y documentos vitales de forma gratuita previa solicitud. Estos servicios se pueden obtener mediante un aviso previo razonable.

- ¿Necesita ayuda o información?
- ¿Requiere la traducción de otra publicación del ODOT?
- ¿Requiere la interpretación para un evento o actividad del ODOT?
- ¿Solicita ayuda para mejorar la accesibilidad a un evento público?
- ¿Considera que ha sido discriminado?

Póngase en contacto con la Oficina de Derechos Civiles del ODOT:

## Funcionario del Título VI

ODOT.TITLEVI@odot.state.or.us

Línea gratuita: (855) 540-6655

Para solicitar un intérprete: 711

Charla interactiva: <http://www.sprintip.com>

Fax: (503) 986-6382

## Política Antidiscriminación





Брайлевская  
печать



# Ваши права согласно разделу VI Закона о гражданских правах

При организации программ, мероприятий, оказании услуг, предоставлении льгот или обеспечении возможности участвовать в таких мероприятиях Управление транспорта штата Орегон (ODOT) удовлетворяет требованиям раздела VI и других федеральных ведомств по недопущению дискриминации на основании расовой принадлежности, цвета кожи, национальности, возраста, инвалидности, пола, уровня доходов или уровня владения английским языком.

ODOT обеспечивает равный доступ к мероприятиям — по требованию бесплатно предоставляет специальные возможности и услуги по письменному и устному переводу для проведения мероприятий и оформления необходимых документов. Данные услуги можно получить по предварительному уведомлению.

- Требуется помощь или информация?
- Требуется письменный перевод документа ODOT?
- Требуется устный перевод на мероприятие или событие ODOT?
- Требуется помощь в обеспечении доступа к общественным мероприятиям?
- Считаете, что вы подверглись дискриминации?

Обратитесь в Отделение по гражданским делам ODOT:

## Инспектор по обеспечению исполнения требований раздела VI

[ODOT.TITLEVI@odot.state.or.us](mailto:ODOT.TITLEVI@odot.state.or.us)

Бесплатный номер телефона: (855) 540-6655

Для получения помощи устного переводчика: 711

Интерактивный чат: <http://www.sprintip.com>

ФАКС: (503) 986-6382

**Политика недопущения дискриминации**



# 您在《民权法案》第六章中的权利



盲文



俄勒冈州运输部(ODOT)遵守《民权法案》第六章及其他联邦非歧视性规定,即禁止在ODOT项目、活动、服务、运营、福利提供或参与机会方面基于种族、肤色、原国籍、年龄、残障情况、性别、收入水平或有限的英语能力而对任何人进行歧视。

为提供公平参与权,ODOT为所有公共活动提供辅助性援助、翻译和口译服务,且可应要求免费提供重要文件。您可通过提前发出合理通知以获取上述服务。

- 需要帮助或想要了解相关信息?
- 需要另一ODOT出版物的翻译稿?
- 在某项ODOT事件或活动中需要口译服务?
- 需要帮助以提高参与公共活动的机会?
- 认为自己遭受歧视?

请联系ODOT民权办公室:

第六章专员

ODOT.TITLEVI@odot.state.or.us

免费电话: (855)540-6655

如需口译服务,请拨打: 711

在线客服系统: <http://www.sprintip.com>

传真: (503)986-6382

非歧视政策







# Quyền của Quý Vị theo Tiêu Đề VI Đạo Luật Quyền Công Dân

Bộ Giao Thông Vận Tải Oregon (ODOT) tuân theo Tiêu Đề VI và các cơ quan không phân biệt đối xử khác ở cấp liên bang, cấm hành vi phân biệt đối xử dựa trên chủng tộc, màu da, nguồn gốc quốc gia, tuổi tác, tình trạng khuyết tật, giới tính, mức thu nhập hoặc Trình Độ Tiếng Anh Hạn Chế trong các chương trình, hoạt động, dịch vụ, vận hành, thực hiện quyền lợi hoặc cơ hội tham gia chương trình của ODOT.

Trong nỗ lực mang đến khả năng tiếp cận bình đẳng, ODOT cung cấp sự hỗ trợ cho người khuyết tật, các dịch vụ biên dịch và thông dịch cho tất cả các sự kiện công chúng cùng các tài liệu quan trọng theo yêu cầu, không mất phí. Quý vị có thể nhận những dịch vụ này khi đưa ra thông báo trước hợp lý.

- Quý vị cần hỗ trợ hoặc thông tin?
- Quý vị cần bản dịch tài liệu phát hành khác của ODOT?
- Quý vị cần dịch vụ thông dịch cho một sự kiện hoặc hoạt động ODOT?
- Quý vị cần hỗ trợ để cải thiện khả năng cho người khuyết tật đến với sự kiện công chúng?
- Quý vị tin là mình đang bị phân biệt đối xử?

Vui lòng liên hệ Phòng Phụ Trách  
Quyền Công Dân ODOT:

## Nhân Viên Tiêu Đề VI

[ODOT.TITLEVI@odot.state.or.us](mailto:ODOT.TITLEVI@odot.state.or.us)

Số Điện Thoại Miễn Phí: (855) 540-6655

Đối với Thông Dịch Viên: 711

Tiếp Âm Internet: <http://www.sprintip.com>

Fax: (503) 986-6382

**Chính Sách Chống Phân Biệt Đối Xử**

