



**Federal Financial Assistance  
NonDiscrimination Compliance  
Program  
(Title VI Program)**

Approved by Fort Worth City Council

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## **Introduction and Purpose**

The City of Fort Worth (City) receives federal financial assistance from multiple federal entities which require compliance by the City and by its subrecipients with various nondiscrimination authorities, including Title VI of the Civil Rights Act of 1964. It is essential that services provided using federal funds comply with the legal guidelines and requirements stipulated in the grants given by the various federal entities.

This document is the City's Program for addressing compliance with Federal and State nondiscrimination requirements outlined under Title VI (prohibition of discrimination based upon race, color, and national origin) and other authorities (for example: Environmental Justice (Executive Order #12898) and limited English proficiency (LEP) (Executive Order #13166). The City expects every subrecipient of federal assistance, and City employee, to be aware of and apply the intent of this Program in performing their duties.

In addition, the City's own code of ordinances prohibits discrimination in employment practices, codified in the Fort Worth City Code, Chapter 17, broadly defined in Section 17-1 (Public Policy Declared). The Title VI Coordinator designated under this Program is also responsible for monitoring compliance with the City's ordinances regarding Nondiscrimination.

## **Authorities**

Federal laws and regulations that prohibit discrimination and with which this Program is intended to ensure compliance include, but are not limited to:

- 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);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 *et seq.*), (prohibits discrimination on the basis of sex);
- Title IX of the Education Amendments of 1972, as amended, (20 U.S.C. § 1681 *et seq.*), (prohibits discrimination on the basis of sex in education Programs or activities);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*), as amended, (prohibits discrimination on the basis of disability);
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);
- Americans with Disabilities Act of 1990, as amended, (42 U.S.C. § 12101 *et seq.*), (prohibits discrimination on the basis of disability);
- 49 C.F.R. part 21 (entitled *Nondiscrimination In Federally-Assisted Programs Of The Department Of Transportation—Effectuation Of Title VI Of The Civil Rights Act Of 1964*);
- 49 C.F.R. part 27 (entitled *Nondiscrimination On The Basis Of Disability In Programs Or Activities Receiving Federal Financial Assistance*);



- 49 C.F.R. part 28 (entitled *Enforcement Of Nondiscrimination On The Basis Of Handicap In Programs Or Activities Conducted By The Department Of Transportation*);
- 49 C.F.R. part 37 (entitled *Transportation Services For Individuals With Disabilities (ADA)*);
- 49 C.F.R. part 303 (FMCSA's Title VI/Nondiscrimination Regulation);
- 28 C.F.R. part 35 (entitled *Discrimination On The Basis Of Disability In State And Local Government Services*);
- 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); Executive Order #12898 (Environmental Justice);
- Executive Order #13166 (Limited English Proficiency).
- Airport and Airway Improvement Act of 1982 (Pub. L. 97-248 (1982)), as amended (prohibits discrimination based on race, creed, color, national origin, or sex).

**Title VI/Nondiscrimination Program Policy Statement**

The City of Fort Worth (City) is committed to the enforcement and compliance with Title VI of the Civil Rights Act of 1964 and other Federal authorities (to include 28 CFR Parts 35 and 50, and 49 CFR Parts 21, 27, 28, 37, and 303) prohibiting discrimination. Specifically, the City is committed to ensuring that no person shall, on the grounds of race, color, creed, national origin, sex, income, age, disability, or limited English proficiency (LEP), be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any Program or activity. The City will make every effort to prevent negative impacts on those populations identified above as result of discrimination in the City's Programs, policies, or activities. Every effort will be made to ensure nondiscrimination in all of the City's Programs and activities, whether or not those Programs and activities are federally funded.

The City's Title VI Coordinator is responsible for initiating and monitoring Title VI Program services/activities, preparing required reports, and performing other Title VI Program responsibilities as required by applicable Federal laws and regulations. City personnel will assist the City's Title VI Coordinator to ensure the effective implementation of the City's Title VI Program. Additionally, in furtherance of the City's commitment to comply with regulations requiring Title VI Program Assurances, copies of assurances for each current City grant are attached to the City's Title VI Program.



David Cooke  
City Manager  
City of Fort Worth

Date 8/1/2022

[Title VI Program Nondiscrimination Statements specific to each granting agency are included as **Attachment A.**]

## **Title VI Program Assurances**

Title VI Program Assurances for each current City grant are attached to this plan as **Attachment B**.

## **Organization and Staffing**

In accordance with the authorization of the City Council, as the governing body for the City of Fort Worth, the City's Title VI Program is under the auspices of the Fort Worth City Manager who has authority to sign the Program, including any updates thereto; to designate one or more Title VI coordinators; to make non-substantive changes to the Program as needed; and to periodically review and update the Program in order to comply with changes in federal or state law. A copy of the City Council authorization is attached at **Attachment C**.

The Program will be coordinated and monitored by the City's Diversity and Inclusion Department. The City Manager will designate a staff member serve as the City's Title VI/Nondiscrimination Coordinator. With the support of the Diversity and Inclusion staff, the Title VI Coordinator is responsible for monitoring all aspects of the Title VI Program and has sufficient authority and delegated power to carry out the duties of this position including providing training, performing compliance audits, and investigating complaints of alleged violations or discrimination. A letter signed by the City Manager indicating the currently designated Title VI Coordinator is located at **Attachment D**.

In administering the City's Title VI Program, the City's Title VI Coordinator will report directly to the City Manager or the City Manager's Designee. The Title VI Coordinator is responsible for initiating and monitoring Title VI compliance activities. The Title VI Coordinator will be responsible for ongoing administration of the Program including preparing reports and performing other responsibilities as required by applicable Federal regulations.

### Duties of the Title VI Coordinator will include:

*Program Administration.* Coordinate and monitor compliance with Title VI Program assurances, policies, and Program objectives; perform Title VI Program reviews to assess administrative procedures, staffing, and resources; and provide recommendations as required to the City Manager.

*Complaint Resolution.* Review and investigate Title VI complaints received by the City and ensure every effort is made to resolve complaints.

*Title VI Work Plan and Accomplishment Report.* Annually review and update the City's Title VI Program to ensure conformance with current applicable Federal laws and regulations and create a Title VI Work Plan and Accomplishment Report. As part of the Title VI Coordinator's annual review of the Program, update all attachments and appendices as needed. Provide a copy of the Work Plan and Accomplishment Report on request to any

Federal Entity which has awarded grant funds to the City. Ensure the following information for the preceding Federal fiscal year is contained in the annual Title VI Work Plan and Accomplishment Report:

- Record of Title VI investigations, complaints or lawsuits
- Plan to involve persons with Limited English Proficiency (LEP)
- Title VI Program notices to the public
- Summary of public outreach and involvement activities and a description of steps taken to ensure that minority and disadvantaged persons had meaningful access to these activities.
- Current City census data
- Brief summary of Title VI accomplishments
- Overview of any changes to the Program and its attachments

*Data Collection.* Ensure statistical data related to race, color, creed, national origin, sex, income, gender, age, disability, and limited English proficiency (LEP) is collected, appropriately analyzed, and captured in the City's Title VI Work Plan and Accomplishment Report.

*Environmental Impact Statements Preparation.* Ensure that available census data is included as a part of all Environmental Impact Statements/ Environmental Assessments (EIS/EA) for programs or projects receiving any Federal financial assistance.

*Training Program Development.* Facilitate training programs on Title VI Program issues and authorities for City employees and subrecipients every year. The City will develop a Title VI Program training module and will present the module to employees and subrecipients at least once every fiscal year.

### **Federal Aid Programs**

The City of Fort Worth applies for multiple Federal grants for the benefit of the general public regardless of race, color, creed, national origin, sex, age, disability, low income, and LEP.

It is the policy of the City of Fort Worth to ensure the full and equitable participation by disadvantaged business enterprises (DBE) in the procurement of goods and services by the City in accordance with City DBE ordinances. Where federal financial assistance is utilized and also requires compliance with a federal DBE program, The City will ensure its procurements also comply with that federal program.

A listing of the City's current Federal grants is included as **Attachment E** of this document. As part of the Annual Work Plan and Accomplishment Report, an update will be made to Attachment E reflecting then-current grants.

## **Public Awareness, Participation, and Outreach Efforts**

The City of Fort Worth is committed to encouraging individual involvement across all sectors of its population regardless of socioeconomic, language, or other barriers or challenges. The City has developed extensive public outreach mechanisms for addressing the City's diverse communities.

### *Publicizing Title VI Program and Complaint Process*

The Title VI Coordinator will work with City staff to develop and disseminate information regarding the Title VI Program, including the complaint process as detailed herein, to City employees, sub-recipients, contractors, subcontractors, consultants and the general public. Departmental staff will incorporate Title VI Program compliance language in contracts and agreements where appropriate. The Title VI Coordinator has posted the information regarding the City's Title VI Program online and in City buildings, including the document entitled "Public Notice of Title VI Program Rights," a copy of which is found at **Attachment F**.

The above-referenced "Public Notice" will be posted in English and Spanish during any period in which the City is receiving Federal financial assistance.

### *Promoting Public Participation in Federally Funded Programs and Activities*

Departments shall be responsible for providing notice and conducting public outreach to ensure members of the public, including those with limited English proficiency and individuals in need of sign language or other interpretive services, have awareness of and meaningful opportunity to participate in programs and activities that are funded in whole or in part with federal financial assistance. Dissemination may include public announcements or notices of proposed projects, hearings, meetings, or formation of public advisory boards being posted at City Hall or other physical locations as well as their publication via newspapers or other media reasonably expected to reach the affected communities.

To the extent a particular grant or other federal financial assistance program mandates more specific outreach or communication efforts, the department seeking or administering such funding is charged with developing outreach and participation procedures that meet such requirements. A complete collection of these current, more detailed Public Participation Plans are included in **Attachment G**. The Title VI Coordinator and staff in the City's Communication and Public Engagement Department shall serve as resources to assist departments in their efforts reaching out to the public, including but not limited to those with limited English proficiency, and encouraging participation.



*Soliciting Public Input on Environmental Justice and Other Matters*

To ensure compliance with environmental justice and other program-specific public-review-and-input processes, departmental staff will also advertise and hold public hearings in order to solicit public feedback on planning, design, and other matters for federal financial assistance programs conducted under the auspices of the Federal Highway Administration and other granting agencies as required.

All public awareness, outreach, and participation efforts conducted under this Program will utilize available minority publications or media where appropriate and will provide written or oral information in languages other than English as needed in order to promote full participation.

To gauge the effectiveness of the public awareness, outreach, and participation efforts, each City department will be responsible for (i) collecting relevant data about the individuals who attend meetings or receive services and (ii) analyzing the data to determine whether services are successfully being publicized and programs are being used by a full and complete cross-section of residents within the City of Fort Worth.

Since the City does not conduct motorist licensure/motor vehicle registration activities, the City is not required to provide a "Community Participation Plan" as that term is defined in regulations regarding federal financial assistance associated with the Federal Motor Carrier Safety Administration.

**Monitoring of Subrecipients**

Each department that is receiving Federal financial assistance is charged, as part of its contract management duties, with developing and implementing Title VI compliance guidance and training for its subrecipients to the extent required in the applicable Federal financial assistance agreements and regulations and is responsible for monitoring and ensuring compliance. The City does not intend to sub award any portion of FMCSA funding.

**Subrecipient Review Procedures**

Along with the City's own compliance with Title VI and other nondiscrimination authorities, the City is responsible for developing and implementing an effective external monitoring Program for its subrecipients. Further, the City requires that any contract or agreement entered into by the City using federal financial assistance contains language mandated by the applicable federal agency, including terms addressing compliance with the City's Disadvantaged Business Enterprise program when required. Staff who are charged with administering and managing City contracts will monitor for compliance with this Program and will conduct periodic audits of subrecipients of any Federal financial assistance in accordance with the terms of applicable agreements and regulations.

The City's Title VI Coordinator will serve as a resource to City departments in their efforts to comply with the requirements above.

### **Title VI Program Training**

The Title VI Program Training for the City consists of an internal training for assigned departmental personnel which will be administered by the Title VI Coordinator and fully developed no later than every other year. The City of Fort Worth may utilize an online training platform to train personnel on the provisions of the Title VI Program, the role and responsibilities of departmental staff, and annual reporting requirements.

A summary of training conducted will be reported in the Title VI Work Plan and Accomplishment Report.

### **Access to Records**

The Diversity and Inclusion Department will maintain records of complaints and investigations under this Program. Upon the completion of any investigation and review by the Title VI Program Coordinator, the investigation file and copies of all correspondence will be kept in accordance with standard records retention policies of the City of Fort Worth. The complaints and files maintained by the Diversity and Inclusion Department are confidential to the extent allowed by State and Federal law. Any information related to a complaint or compliance review will be made available, on request, during regular business hours to the applicable granting Federal entity.

### **Complaint Disposition Process**

The City has developed procedures for investigating and resolving discrimination related complaints under the Fort Worth City Code, which charges the City's Diversity and Inclusion Department with enforcement.

#### **Alleged Discrimination by City of Fort Worth**

Any person or group of persons or their authorized representative may file a complaint of discrimination if such person believes that city services, activities or programs were withheld or denied on a discriminatory basis. Complaints may be filed electronically, by mail, fax, or in person at the City of Fort Worth Diversity and Inclusion Department located at 818 Missouri Ave., Fort Worth, Texas 76104; (817) 392-7525, Fax: (817)-392-7529. A discrimination complaint must be filed within 180 days from the date of the most recent occurrence of alleged discrimination.

The Title VI Coordinator is responsible for ensuring that a thorough investigation of the allegation(s) is conducted. Every effort will be made to conclude the investigation within 100 days. The Title VI Coordinator will contact any witnesses identified by the Complainant as a part of the investigation and may confer with such City staff as is necessary to ensure a thorough review of relevant data. Upon completion of the investigation, the Title VI Coordinator will issue a finding and notify the Complainant in writing.

The Complainant will be notified in writing by the Title VI Coordinator within ten working days of the decision being made. The correspondence will provide the disposition of the

complaint and will notify the Complainant of the right to appeal within 15 days to the Diversity and Inclusion Director, or the Director's designee.

If it is determined that there is reasonable cause to believe that discrimination has occurred, the City of Fort Worth will take all necessary action to correct the discrimination.

*Alleged Discrimination by Third Party in Federally Funded Activities*

Complaints involving alleged discrimination by a third party with respect to any activity funded in whole or in part by Federal financial assistance will be referred to the Federal granting agency or State subgranting agency, as applicable, within ten calendar days of receipt by the City of Fort Worth.

**Attachment H** is a copy of the City's Discrimination Complaint Policy and the City's Discrimination Complaint Form, which is available in both English and Spanish. A person looking to file a complaint will have access to the information regarding the City's policy through the City's website.

*Appeals from City Determination*

An individual who is dissatisfied with the initial determination of the Diversity and Inclusion Department regarding the individual's discrimination complaint may be able to appeal to the agency or entity from which the City received funding. Whether or not an agency provides an appeal shall be determined in accordance with that agency's administrative regulations and practices.

*Complaint Log*

The Diversity and Inclusion Department maintains a complaint log, which documents all activity related to the complaint.

The information captured in the Complaint Log includes:

- Complainant's personal information including name and other pertinent data
- Respondent's name
- Basis(es) of the discrimination complaint
- Allegation(s)/Issue(s) surrounding the discrimination complaint
- Date(s) of the alleged discrimination
- Date the discrimination complaint was filed
- Deadline for completing investigation
- Date the investigation was complete
- Disposition
- Disposition date
- Information regarding appeal, if permitted, and its disposition
- Other relevant information

Representative samples of the log are included at **Attachment I**.





**Status of Corrective Actions Implemented by the City of Fort Worth to Address Deficiencies Previously Identified During a Title VI Program Compliance Review**

The City maintains comprehensive records of audits and other reviews of alleged noncompliance with respect to its Title VI and other nondiscrimination Programs.

A listing of such audits and reviews for the last seven years is located at **Attachment J**.

**Current Discrimination Complaints and Lawsuits**

A brief summary of complaints and lawsuits regarding alleged discrimination by the City filed or received during the last seven years is located at **Attachment K**.

**Commercial Motor Vehicle Inspection Selection & Unbiased Enforcement Policies**

The City of Fort Worth is currently working on a Commercial Motor Vehicle Combined Inspection Selection and Unbiased Enforcement Policy. The City will coordinate with the FMCSA National Title VI Program Manager regarding the drafting and finalization of the combined policy. It is anticipated to have the Inspection Selection Policy in place by September 30, 2022.

**City Manager Approval of Title VI Nondiscrimination Compliance Programs and Attachments**

By my signature on the corresponding date below, the Program and its Attachments have been finalized and approved.

David Cooke  
City Manager  
City of Fort Worth

Date

(Original Program Executed on November 12, 2018.)  
(Program Update No. 1 signed by City Manager on August 17, 2020.)




**Nondiscrimination Compliance**  
**Program**  
*Attachments and Appendices*

**Attachment A – Title VI Program Nondiscrimination Policy Statement**

The City of Fort Worth (City) is committed to the enforcement and compliance with Title VI of the Civil Rights Act of 1964 and other Federal authorities (to include 28 CFR Parts 35 and 50, and 49 CFR Parts 21, 27, 28, 37, and 303) prohibiting discrimination. Specifically, the City is committed to ensuring that no person shall, on the grounds of race, color, creed, national origin, sex, income, age, disability, or limited English proficiency (LEP), be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any Program or activity. The City will make every effort to prevent negative impacts on those populations identified above as result of discrimination in the City's Programs, policies, or activities. Every effort will be made to ensure nondiscrimination in all of the City's Programs and activities, whether or not those Programs and activities are federally funded.

The City's Title VI Coordinator is responsible for initiating and monitoring Title VI Program services/activities, preparing required reports, and performing other Title VI Program responsibilities as required by applicable Federal laws and regulations. City personnel will assist the City's Title VI Coordinator to ensure the effective implementation of the City's Title VI Program. Additionally, in furtherance of the City's commitment to comply with regulations requiring Title VI Program Assurances, copies of assurances for each current City grant are attached to the City's Title VI Program.

  
David Cooke  
City Manager  
City of Fort Worth

8/1/2022  
Date

[Title VI Program Nondiscrimination Statements specific to each granting agency are included as **Attachment A.**]

**Attachment B – Federal and State Grant Program Assurances**

**Federal and State Grant Program Assurances**

**B-1 – Federal Highway Administration Assurances**

**B-2 – Federal Motor Carrier Safety Administration Assurances**

## **B-1 – Federal Highway Administration Assurances**

### **THE UNITED STATES DEPARTMENT OF TRANSPORTATION (USDOT) STANDARD TITLE VI/NONDISCRIMINATION ASSURANCES**

#### **DOT ORDER NO. 1050.2A**

The City of Fort Worth (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 the 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. section 2000d *et seq.*, 78 stat.252), prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled *Nondiscrimination 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 Nondiscrimination 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 nondiscrimination 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 Department of Transportation programs:

1. The Recipient agrees that each “activity,” “facility,” or “program,” as defined in §§21.23 (b) and 21.23 (e) of 49 C.P.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 Department of Transportation programs and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

*“The City of Fort Worth, 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;
  - 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 impose 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, the City of Fort Worth 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 USDOT 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 USDOT. You must keep records, reports, and submit the material for review upon request to USDOT 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.

The City of Fort Worth 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 all Department of Transportation programs. This ASSURANCE is binding on Texas, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in all Department of Transportation programs. The persons(s) signing below is authorized to sign this Assurance on behalf of the Recipient.

David Cooke

Name of Recipient

David Cook

Signature of Authorized Official

8/1/2022

Dated

## 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 Nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, the Federal Motor Carrier Safety Administration (FMCSA), 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, national origin, sex, age, disability, income-level, of LEP 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 as set forth in Appendix E, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 C.F.R.part21.
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, national origin, sex, age, disability, income-level, or LEP.
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 FMCSA 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 FMCSA, 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 Nondiscrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the FMCSA 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 FMCSA 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 Department of Transportation as authorized by law and upon the condition that the (*Title of Recipient*) will accept title to the lands and maintain the project constructed thereon in accordance with (*Name of Appropriate Legislative Authority*), the Regulations for the Administration of **Federal Motor Carrier Safety Administration (FMCSA) Program**, and the policies and procedures prescribed by the **FMCSA** of the Department of Transportation in accordance and in compliance with all requirements imposed by 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 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 (*Title of Recipient*) all the right, title and interest of the 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 (*Title of Recipient*) 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 (*Title of Recipient*), its successors and assigns.

The (*Title of Recipient*), 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, national origin, sex, age, disability, income level, or LEP 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 (*Title of Recipient*) 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, Department of Transportation, subtitle A, Office of the Secretary, part 21, Non-discrimination in Federally-assisted programs of the 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 nondiscrimination 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 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 effectuate 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 City of Fort Worth 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 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, national origin, sex, age, disability, income-level, or LEP will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.
- B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Nondiscrimination covenants, (*Title of Recipient*) 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 (*Title of Recipient*) 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 (*Title of Recipient*) and its assigns.\*

(\*Reverter clause and related language to be used only when it is determined that such a clause is necessary to effectuate 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 City of Fort Worth 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, national origin, sex, age, disability, income-level, or LEP 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, national origin, sex, age, disability, income-level, or LEP 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 \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, (*Title of Recipient*) 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, (*Title of Recipient*) will there upon revert to and vest in and become the absolute property of (*Title of Recipient*) and its assigns.\*

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

## APPENDIX E

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

### **Pertinent Non-Discrimination Authorities:**

- Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. § 2000d *et seq.*) (prohibits discrimination on the basis of race, color, national origin), as implemented by 49 C.F.R. § 21.1 *et seq.* and 49 C.F.R. part 303;
- 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, as amended (29 U.S.C. § 794 *et seq.*) (prohibits discrimination on the basis of disability); and 49 C.F.R. 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 (Pub. L. 97-248 (1982)), as amended (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987 (102 Stat. 28) ("*...which restore[d] the broad scope of coverage and to clarify the application of title IX of the Education Amendments of 1972, section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and title VI of the Civil Rights Act of 1964.*");
- 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 Justice regulations at 28 C.F.R. parts 35 and 36, and 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*).

## **B-2 – Federal Motor Carrier Safety Administration Assurances**

### **The United States Department of Transportation Standard Title VI/Non-Discrimination Assurances**

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

The City of Fort Worth (herein referred to as the "Recipient"), **HEREBY AGREES THAT**, as a condition to receiving any Federal financial assistance from the United States Department of Transportation (DOT), through the **Federal Motor Carrier Safety Administration (FMCSA)**, 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);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 *et seq.*), (prohibits discrimination on the basis of sex);
- Title IX of the Education Amendments of 1972, as amended, (20 U.S.C. § 1681 *et seq.*), (prohibits discrimination on the basis of sex in education programs or activities);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*) as amended, (prohibits discrimination on the basis of disability);
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);
- Americans with Disabilities Act of 1990, as amended, (42 U.S.C. § 12101 *et seq.*), (prohibits discrimination on the basis of disability);
- 49 C.F.R. part 21 (entitled *Nondiscrimination In Federally-Assisted Programs Of The Department Of Transportation—Effectuation Of Title VI Of The Civil Rights Act Of 1964*);
- 49 C.F.R. part 27 (entitled *Nondiscrimination On The Basis Of Disability In Programs Or Activities Receiving Federal Financial Assistance*);
- 49 C.F.R. part 28 (entitled *Enforcement Of Nondiscrimination On The Basis Of Handicap In Programs Or Activities Conducted By The Department Of Transportation*);
- 49 C.F.R. part 37 (entitled *Transportation Services For Individuals With Disabilities (ADA)*);
- 49 C.F.R. part 303 (FMCSA's Title VI/Nondiscrimination Regulation);
- 28 C.F.R. part 35 (entitled *Discrimination On The Basis Of Disability In State And Local Government Services*);
- 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.

Although not applicable to Recipients directly, there are certain Executive Orders and relevant guidance that direct action by Federal agencies regarding their federally assisted programs and activities to which compliance is required by Recipients to ensure Federal agencies carry out their responsibilities. Executive Order 12898 (1995), entitled "Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations" emphasizes that Federal agencies should use existing laws to achieve Environmental Justice, in particular Title VI, to ensure nondiscrimination against minority populations. Recipients should be aware that



certain Title VI matters raise Environmental Justice concerns and FMCSA intends that all Recipients evaluate and revise existing procedures (as appropriate) to address and implement Environmental Justice considerations. See the following FHWA website for more information and facts about Environmental Justice: [http://www.fhwa.dot.gov/environment/environmental\\_justice/index.cfm](http://www.fhwa.dot.gov/environment/environmental_justice/index.cfm)

Additionally, Executive Order 13166 (2001) on Limited English Proficiency, according to the U.S. Department of Justice in its Policy Guidance Document dated August 16, 2000 (65 Fed. Reg. at 50123), clarifies the responsibilities associated with the "*application of Title VI's prohibition on national origin discrimination when information is provided only in English to persons with limited English proficiency.*" When receiving Federal funds Recipients are expected to conduct a Four-Factor Analysis to prevent discrimination based on National Origin. (See also U.S. DOT'S "*Policy Guidance Concerning Recipients Responsibilities to Limited English Proficient (LEP) Persons,*" dated December 14, 2005, (70 Fed. Reg. at 74087 to 74100); the Guidance is a useful resource when performing a Four-Factor Analysis).

### **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, national origin, sex, age, disability, low-income, or LEP 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 FMCSA. "*

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 Assurances, the Recipient agrees with and gives the following Assurances with respect to its Federally assisted **FMCSA Program**:

1. The Recipient agrees that each "activity," "facility," or "program," as defined in 49 C.F.R. §§ 21.23 (b) and 21.23 (e) 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 the FMCSA Program and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

*"The (**Title of Recipient**), 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, all contractors*



*will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of the owner's race, color, national origin, sex, age, disability, income-level, or LEP 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, City of Fort Worth 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 **FMCSA** 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 **FMCSA**. You must keep records, reports, and submit the material for review upon request to **FMCSA**, 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.

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

City Manager  
City of Fort Worth

by David Cook  
(Signature of Authorized Official)

DATED 8/1/2022

## 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 Nondiscrimination in Federally assisted programs of the US. Department of Transportation, Federal Motor Carrier Safety Administration (FMCSA), as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Nondiscrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, national origin, sex, age, disability, income-level, or LEP 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 as set forth in Appendix E, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 C.F.R. 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 Nondiscrimination on the grounds of race, color, national origin, sex, age, disability, income-level, or LEP.
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 FMCSA 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 FMCSA, 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 Nondiscrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the FMCSA 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 FMCSA 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 TRANSFERING 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 Department of Transportation as authorized by law and upon the condition that the *(Title of Recipient)* will accept title to the lands and maintain the project constructed thereon in accordance with *(Name of Appropriate Legislative Authority)*, the Regulations for the Administration of **Federal Motor Carrier Safety Administration (FMCSA) Program**, and the policies and procedures prescribed by the **FMCSA** of the Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, Department of Transportation, subtitle A, Office of the Secretary, part 21, Non-discrimination in Federally-assisted programs of the 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 *(Title of Recipient)* all the right, title and interest of the 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 *(Title of Recipient)* 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 *(Title of Recipient)*, its successors and assigns.

The *(Title of Recipient)*, 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, national origin, sex, age, disability, income-level, or LEP 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 *(Title of Recipient)* 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, 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, 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 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 effectuate 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 City of Fort Worth 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 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, national origin, sex, age, disability, income-level, or LEP will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.
  
- B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Nondiscrimination covenants, (*Title of Recipient*) 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 (*Title of Recipient*) 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 (*Title of Recipient*) and its assigns.\*

(\*Reverter clause and related language to be used only when it is determined that such a clause is necessary to effectuate 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 the City of Fort Worth 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, national origin, sex, age, disability, income-level, or LEP 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, national origin, sex, age, disability, income level, or LEP will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.
- B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Nondiscrimination covenants, (Title of Recipient) 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, (Title of Recipient) will there upon revert to and vest in and become the absolute property of (Title of Recipient) and its assigns.\*

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

## APPENDIX E

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

- Title VI of the Civil Rights Act of 1964 (78 Stat. 252,42 U.S.C. § 2000d et seq.) (prohibits discrimination on the basis of race, color, national origin), as implemented by 49 C.F.R. §21.1 et seq. and 49 C.F.R. part 303;
- 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, as amended (29 U.S.C. § 794 et seq.) (prohibits discrimination on the basis of disability); and 49 C.F.R. 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 (Pub. L. 97-248 (1982)), as amended (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987 (102 Stat. 28) ("*....which restore[d] the broad scope of coverage and to clarify the application of title IX of the Education Amendments of 1972, section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and title VI of the Civil Rights Act of 1964.*");
- 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 Justice regulations at 28 C.F.R. parts 35 and 36, and 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).





**Attachment C**

**City Council Authorization of Title VI Program**

**A Resolution**

**NO. 4948-06-2018**

**ADOPTING A REVISED NONDISCRIMINATION PROGRAM  
IN COMPLIANCE WITH TITLE VI OF THE CIVIL RIGHTS ACT OF 1964  
FOR USE CITYWIDE**

**WHEREAS**, the City of Fort Worth is the recipient of multiple forms of federal financial assistance each year, either through direct grants and awards or via subgrants and awards administered by the state; and

**WHEREAS**, Title VI of the Civil Rights Act of 1964 and other federal laws prohibit discrimination in programs and activities receiving federal financial assistance, with granting agencies mandating certain program- or grant-specific assurances and other features for local compliance programs, also known as Title VI programs; and

**WHEREAS**, in the past the City has addressed Title VI compliance on a case-by-case or departmental basis with each applying department charged with ensuring compliance for its particular grants and awards; and

**WHEREAS**, it is desired to create a Citywide Title IV Nondiscrimination Program to enable uniform grant and award compliance, while also creating a single location to provide training, monitor compliance, and address discrimination complaints; and

**WHEREAS**, it is proposed that the new Title VI Nondiscrimination Program be under the auspices of the City Manager who will have authority to sign the Program, including any updates thereto; to designate one or more Title VI coordinators; to make non-substantive changes to the Program as needed; and to periodically review and update the Program in order to comply with changes in federal or state law.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FORT WORTH, TEXAS THAT:**

1. A Title VI Nondiscrimination Compliance Program in substantially the form attached hereto as Attachment "A" is approved and hereby incorporated into official City records to ensure compliance when the City is a recipient or sub-recipient of federal financial assistance; and
2. The City Manager is authorized to sign the Program, including any updates thereto, to verify their official status; to designate one or more Title VI coordinators; to make non-substantive changes to the Program as needed; and to





periodically review and update the Program in order to comply with changes in federal or state law.

Adopted this 26<sup>th</sup> day of June, 2018.

ATTEST:

By: Ronald P. Gonzales  
Ronald P. Gonzales, Assistant City Secretary



Attachment D  
Title VI/Nondiscrimination Coordinator

August 1, 2022

In accordance with federal law and regulations, I am designating the following individual as the City of Fort Worth's Title VI Coordinator effective as of the date noted above:

Al Henderson  
Diversity and Inclusion Department  
Hazel Harvey Peace Center for Neighborhoods  
818 Missouri Avenue  
Fort Worth, TX 76104  
817-392-7525

With my support, the designated coordinator will be responsible for all aspects of the Title VI Program.

Sincerely,



David Cooke  
City Manager

## Attachment E Current Fiscal Year Grants

Grant Sponsor	Program Name	End Date	Managing Department	Award Type Desc
ATMOS	ATMOS SHARE THE WARMTH	12/31/2025	PARKS & COMMUNITY SERVICES	OTHER
Cities for Financial Empowerment	Cities for Financial Empowerment Fund	6/30/2021	NEIGHBORHOOD SERVICES	OTHER
Cities for Financial Empowerment	Americorps Vista Experience Grant	5/30/2021	NEIGHBORHOOD SERVICES	OTHER
Department of Homeland Security	2018 SAFER GRANT	3/10/2023	FIRE	FEDERAL
Department of Homeland Security	Assistance Firefighter Grant Program 2019	9/8/2022	FIRE	FEDERAL
Department of Homeland Security	IMMIGRATION & CUSTOMS ENF-HOMELAND SEC INVEST FY2018-21	9/30/2022	POLICE	OTHER
Department of Homeland Security	ICE Task Force FY 2016	9/30/2016	POLICE	OTHER
Department of Homeland Security	2019 SAFER	3/9/2024		FEDERAL
Direct Energy	Direct Energy N2N	12/31/2022	NEIGHBORHOOD SERVICES	OTHER
EPA-Environmental Protection Agency	Brownfields Cleanup Rev Loan	12/31/2025	CODE COMPLIANCE	FEDERAL
EPA-Environmental Protection Agency	Environmental Protection Agency Brownfield Funding	9/30/2023	CODE COMPLIANCE	FEDERAL
Equal Employment Opportunity Commission	Equal Employment Opportunity Commission 2020	12/12/2025	DIVERSITY AND INCLUSION	FEDERAL
Equal Employment Opportunity Commission	Fair Employment Program 2017	12/31/2021	DIVERSITY AND INCLUSION	FEDERAL
Equal Employment Opportunity Commission	Equal Employment Opportunity Commission 2018	3/6/2025	DIVERSITY AND INCLUSION	FEDERAL
Equal Employment Opportunity Commission	Equal Employment Opportunity Commission 2021	2/3/2026	DIVERSITY AND INCLUSION	FEDERAL
Equal Employment Opportunity Commission	Fair Employment Program 2016	1/31/2027	DIVERSITY AND INCLUSION	FEDERAL
Equal Employment Opportunity Commission	FY2021 Fair Employment Practice Agency	3/31/2025	DIVERSITY AND INCLUSION	FEDERAL
FAA-Federal Aviation Administration	Fort Worth Alliance Cargo Entitlement 2019	2/19/2023	AVIATION	FEDERAL
FAA-Federal Aviation Administration	Fort Worth Alliance Airport Noise Mitigation 2019	8/5/2023	AVIATION	FEDERAL
FAA-Federal Aviation Administration	Fort Worth Alliance Airport Noise Mitigation 2020	9/9/2024	AVIATION	FEDERAL
FAA-Federal Aviation Administration	Fort Worth Alliance Airport Noise Mitigation 2021	7/14/2025	AVIATION	FEDERAL
FAA-Federal Aviation Administration	Taxiway Papa Extension at Alliance Airport Phase II	9/8/2024	AVIATION	FEDERAL
FAA-Federal Aviation Administration	Taxiway Papa Extension Alliance Airport Phase III	8/29/2025	AVIATION	FEDERAL
FAA-Federal Aviation Administration	Taxiway Papa Extension at Alliance Airport I	9/11/2023	AVIATION	FEDERAL
FAA-Federal Aviation Administration	Runway Extension Alliance 2017 Phase1	12/31/2020	AVIATION	FEDERAL
FAA-Federal Aviation Administration	Runway Extension Alliance 16L/34R 2015	9/23/2025	AVIATION	FEDERAL
FAA-Federal Aviation Administration	Runway Extension Alliance 2016	7/31/2020	AVIATION	FEDERAL
FAA-Federal Aviation Administration	Runway 16L & 16R Rehab	8/13/2022	AVIATION	FEDERAL
FAA-Federal Aviation Administration	Alliance Coronavirus Response & Relief Supplemental Act	8/23/2025	AVIATION	FEDERAL
FAA-Federal Aviation Administration	Fort Worth Alliance Airport Cargo Entitlement 2021	8/29/2025	AVIATION	FEDERAL
FAA-Federal Aviation Administration	Fort Worth Alliance American Rescue Plan Act of 2021	2/14/2026	AVIATION	FEDERAL
FAA-Federal Aviation Administration	Rehab Runway and Taxiway Lighting 2017	8/16/2021	AVIATION	FEDERAL
Federal Highway Administration	McCart Ave & Altamesa Blvd	1/31/2023	TPW	FEDERAL
FEMA- Federal Emergency Management Agency (also 407 & 032)	2021 FEMA PA DISASTER ASSISTANCE COVID-19	12/31/2026	FIRE	FEDERAL
FEMA- Federal Emergency Management Agency (also 407 & 032)	FEMA-2021 Winter Storm	12/31/2021	FIRE	FEDERAL
FEMA- Federal Emergency Management Agency (also 407 & 032)	Central Arlington Heights Voluntary Acquisition Project	6/19/2023	TPW	FEDERAL
Fleetwood Memorial Foundation	Fleetwood 2019	10/1/2021	FIRE	OTHER
FWISD- Fort Worth Independent School District	AFTER SCHOOL PROGRAM	12/31/2025	PARKS & COMMUNITY SERVICES	LOCAL
FWISD- Fort Worth Independent School District	FWAS 2020-2021	7/31/2021	PARKS & COMMUNITY SERVICES	OTHER
FWISD- Fort Worth Independent School District	FWAS 2021 - 2022	7/31/2022	PARKS & COMMUNITY SERVICES	OTHER
FWISD- Fort Worth Independent School District	Fort Worth After School Program at Como Elementary	6/30/2021		LOCAL





Grant Sponsor	Program Name	End Date	Managing Department	Award Type Desc
FWISD- Fort Worth Independent School District	Fort Worth Afterschool COMO	6/30/2022		OTHER
FWISD- Fort Worth Independent School District	USTA (Tennis Grant FY20)	12/15/2020		OTHER
FWISD- Fort Worth Independent School District	US Tennis Association	5/31/2022		OTHER
HUD-Housing and Urban Development	Fair Housing Assistance Program (PY 17-18)	7/31/2021	DIVERSITY AND INCLUSION	FEDERAL
HUD-Housing and Urban Development	Fair Housing Assistance Program (PY 19-20)	6/24/2025	DIVERSITY AND INCLUSION	FEDERAL
HUD-Housing and Urban Development	Fair Housing Assistance Program (PY 15-16)	12/31/2021	DIVERSITY AND INCLUSION	FEDERAL
HUD-Housing and Urban Development	Fair Housing Assistance Program (PY 16-17)	12/31/2022	DIVERSITY AND INCLUSION	FEDERAL
HUD-Housing and Urban Development	Fair Housing Assistance Program (PY 18-19)	4/30/2025	DIVERSITY AND INCLUSION	FEDERAL
HUD-Housing and Urban Development	Fair Housing Assistance Program 2020	7/19/2025	DIVERSITY AND INCLUSION	FEDERAL
HUD-Housing and Urban Development	Fair Housing Assistance Program-CARES	5/31/2025	DIVERSITY AND INCLUSION	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant (PY 10-11)	12/31/2025	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant (PY 11-12)	12/31/2025	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant (PY 12-13)	12/31/2025	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant (PY 13-14)	12/31/2023	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant (PY 14-15)	12/31/2023	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant (PY 15-16)	9/1/2022	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant (PY 16-17)	9/30/2023	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant (PY 17-18)	9/26/2023	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant (PY 18-19)	9/30/2025	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant (PY 19-20)	9/30/2024	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant (PY 20-21)	9/30/2025	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant (PY21-22)	9/30/2028	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Service Block Grant Restricted Cash (PY19-20)	3/31/2025	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant Revolving Loan Fund	12/31/2025	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant-COVID-19-1	9/30/2022	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Community Development Block Grant-COVID-19-3	9/30/2022	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Emergency Solution Grant (PY21-22)	8/26/2023	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Emergency Solutions Grant (PY 20-21)	10/31/2025	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Emergency Solutions Grant (PY 18-19)	9/30/2020	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Emergency Solution Grant-COVID-19-1	9/30/2022	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Emergency Solutions Grant COVID-19-2	9/30/2022	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	HOME Investment Partnerships Project (PY 17-18)	9/26/2023	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	HOME Investment Partnerships Project (PY 19-20)	9/30/2023	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	HOME Investment Partnership (PY21-PY22)	9/30/2026	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Home Partnership (PY21/FY22)	9/1/2029	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	HOME Investment Partnerships Project (PY 15-16)	12/31/2022	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	HOME Investment Partnerships Project (PY 16-17)	9/30/2021	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	HOME Investment Partnership (PY20-PY21)	10/31/2025	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	HOME Investment Partnerships Project (PY 18-19)	9/30/2021	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	HOME Investment Partnerships Project (PY 10-11)	12/31/2025	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	HOME Investment Partnerships Project Revolving Loan Fund	12/31/2025	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	HOME-ARP (FY21/30)	9/20/2030	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Housing Opportunity for Persons with AIDS (PY21-22)	8/31/2024	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Housing Opportunities for Persons with AIDS (PY 17-18)	9/26/2023	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Housing Opportunities for Persons with AIDS (PY19-20)	9/30/2023	NEIGHBORHOOD SERVICES	FEDERAL

Grant Sponsor	Program Name	End Date	Managing Department	Award Type Desc
HUD-Housing and Urban Development	Housing Opportunities for Persons With AIDS (PY18-19)	9/30/2021	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Housing Opportunities for Persons With AIDS (PY20-21)	9/30/2023	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Housing Opportunities for Persons with AIDS COVID 19	9/30/2022	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Urban Development Action Grant	12/31/2025	NEIGHBORHOOD SERVICES	OTHER
HUD-Housing and Urban Development	Lead Hazard Reduction Program (PY 20-24)	6/30/2024	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Rental Rehabilitation Program	12/31/2025	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	Texas Emergency Mortgage Assistance Program	6/14/2022	NEIGHBORHOOD SERVICES	FEDERAL
HUD-Housing and Urban Development	UCC Bethlehem Center	6/11/2021	NEIGHBORHOOD SERVICES	FEDERAL
Marilyn Brachman Hoffman Foundation	Hoffman Foundation Grant	1/25/2025	PARKS & COMMUNITY SERVICES	OTHER
Morris Foundation	Mental Health Officer Training (MHOT) Program	9/30/2021	POLICE	OTHER
Nation Institute of Justice	DNA Capacity Enhancement & Backlog Reduction Program 2019	12/31/2021	POLICE	FEDERAL
Nation Institute of Justice	DNA Capacity & Backlog Reduction Program FY2017	12/31/2019	POLICE	FEDERAL
NCTCOG-North Central Texas Council of Governments	NCTCOG Incident Management	6/30/2022	POLICE	FEDERAL
NCTCOG-North Central Texas Council of Governments	Horne Street Streetscape Project	12/31/2025	TPW	FEDERAL
NCTCOG-North Central Texas Council of Governments	Meandering Road	9/30/2024	TPW	FEDERAL
NCTCOG-North Central Texas Council of Governments	20NCTCOG MINOR INTERSECTION IM	8/30/2022		FEDERAL
NCTCOG-North Central Texas Council of Governments	Incident Signal Retiming	6/30/2022		FEDERAL
North Texas Community Foundation	Racial Equity at North Texas Community Foundation	5/31/2022	CITY MANAGER	OTHER
Office of the Attorney General	Victim Coordinator and Liaison FY2022 and FY2023	8/31/2023	POLICE	STATE
Office of the Governor of Texas / Criminal Justice Division	Homeland Security Grant Program-2020	1/31/2022	FIRE	FEDERAL
Office of the Governor of Texas / Criminal Justice Division	Homeland Security Grant Program-2020 LETPA	8/31/2022	FIRE	FEDERAL
Office of the Governor of Texas / Criminal Justice Division	Homeland Security Grant Program-2020 M&A	1/31/2022	FIRE	FEDERAL
Office of the Governor of Texas / Criminal Justice Division	FY2022 SAK	9/30/2022	POLICE	STATE
Office of the Governor of Texas / Criminal Justice Division	Victim of Crime Act FY 2022 & FY2023	9/30/2022	POLICE	FEDERAL
Petsmart	PetSmart Satellite Adoption Center Funding	9/2/2022	CODE COMPLIANCE	OTHER
Petsmart	PetSmart Animal Charities 2020	12/31/2021	CODE COMPLIANCE	OTHER
Safe City Commission, Inc	FY2021 Project Safe Neighborhood	9/30/2023	POLICE	FEDERAL
Sid W. Richardson Foundation	RISING STARS YOUTH LEADERS	12/31/2025	PARKS & COMMUNITY SERVICES	OTHER
Southwest Water	WATER UTILITY ASSISTANCE-BLUE MOUND	12/31/2025	NEIGHBORHOOD SERVICES	OTHER
Tarrant County	Fire Apprenticeship	8/28/2025	FIRE	OTHER
Tarrant County	TCCD Public Safety Training Institute	9/24/2024	FIRE	LOCAL
Tarrant County	Tarrant County CAPP Grant	9/30/2021		OTHER
TCEQ-Texas Commission on Environment Quality	Air Pollution Compliance Monitoring 2019-2022	8/31/2022	CODE COMPLIANCE	STATE
TCEQ-Texas Commission on Environment Quality	BioWatch Whole Air Grant 2022	8/31/2022	CODE COMPLIANCE	FEDERAL
TCEQ-Texas Commission on Environment Quality	Texas Commission on Environmental Quality PM 10 FY2022	8/31/2023	CODE COMPLIANCE	FEDERAL
TCEQ-Texas Commission on Environment Quality	PM 2.5 Local Air Pollution Monitoring 2020-2022	8/31/2022	CODE COMPLIANCE	FEDERAL
Texas Association of Community Action Agencies, Inc.	Texas Association of Community Action Agency	11/15/2022		OTHER
Texas Association of Community Action Agencies, Inc.	Texas Association of Community Action Agency	11/15/2020		OTHER
Texas Association of Community Action Agencies, Inc.	TACAA WAP 2021	11/15/2021		OTHER



Grant Sponsor	Program Name	End Date	Managing Department	Award Type Desc
Texas Department of Highways and Public Transportation	Fort Worth Meacham Airport Master Plan Update Amendment	3/22/2025	AVIATION	FEDERAL
Texas Department of Highways and Public Transportation	Urban Village Central Cluster	12/31/2021	DEVELOPMENT SERVICES	FEDERAL
Texas Department of Highways and Public Transportation	Centreport Trail	5/31/2022	PARKS & COMMUNITY SERVICES	FEDERAL
Texas Department of Highways and Public Transportation	Centreport Trail Phase II	5/1/2023	PARKS & COMMUNITY SERVICES	FEDERAL
Texas Department of Highways and Public Transportation	East Fort Worth Extension	5/31/2021	PARKS & COMMUNITY SERVICES	FEDERAL
Texas Department of Highways and Public Transportation	Trinity Trails East Bank	4/30/2021	PARKS & COMMUNITY SERVICES	FEDERAL
Texas Department of Highways and Public Transportation	TWU Streetscape Sustainable Development	10/1/2019	PLANNING & DATA ANALYTICS	STATE
Texas Department of Highways and Public Transportation	Urban Village Southwest Cluster	7/31/2018	PLANNING & DATA ANALYTICS	FEDERAL
Texas Department of Highways and Public Transportation	FY2022 TXDOT CMV	9/30/2022	POLICE	FEDERAL
Texas Department of Highways and Public Transportation	FY2022 TXDOT STEP	9/30/2022	POLICE	FEDERAL
Texas Department of Highways and Public Transportation	2018 Safe Routes to School North District	2/28/2023	TPW	FEDERAL
Texas Department of Highways and Public Transportation	2018 Safe Routes to School D McRae/Daggett/Montessori	11/6/2023	TPW	FEDERAL
Texas Department of Highways and Public Transportation	Safe Routes to School - Moss/Phillips Elementary	10/7/2023	TPW	FEDERAL
Texas Department of Highways and Public Transportation	CFA - American Airlines	12/31/2021	TPW	STATE
Texas Department of Highways and Public Transportation	SILVER CREEK LIVE OAK	9/17/2019	TPW	FEDERAL
Texas Department of Highways and Public Transportation	East Rosedale Streetscape	9/30/2019	TPW	STATE
Texas Department of Highways and Public Transportation	HSPH Hulen and Trail Lake	11/22/2021	TPW	OTHER
Texas Department of Highways and Public Transportation	McCart Avenue at Walton Ave	5/1/2020	TPW	FEDERAL
Texas Department of Highways and Public Transportation	Rosedale Corridor Management System	7/31/2022	TPW	FEDERAL
Texas Department of Highways and Public Transportation	University Dr Ph2 Trail Dr-I30	6/8/2028	TPW	FEDERAL
Texas Department of Highways and Public Transportation	US 287 - Berry to Vaughan	12/31/2020	TPW	FEDERAL
Texas Department of Housing and Community Affairs	Texas Ending Homelessness	7/31/2022	CITY MANAGER	STATE
Texas Department of Housing and Community Affairs	Homeless Housing and Services Program 2022	8/31/2022	CITY MANAGER	STATE
Texas Department of Housing and Community Affairs	Homeless Housing and Services Program-Youth 2022	8/31/2022	CITY MANAGER	STATE
Texas Department of Housing and Community Affairs	Homeless Housing and Services Program-Youth 2020	2/28/2021	CITY MANAGER	STATE
Texas Department of Housing and Community Affairs	Homeless Housing and Services Program-Youth 2021	5/14/2022	CITY MANAGER	STATE
Texas Department of Housing and Community Affairs	Comprehensive Energy Assistance Program ARPA 2021	9/30/2022	NEIGHBORHOOD SERVICES	OTHER
Texas Department of Housing and Community Affairs	2021 Community Services Bloc Grant -Discretionary Fund 1	7/31/2022	NEIGHBORHOOD SERVICES	OTHER
Texas Department of Housing and Community Affairs	2021 Community Services Block Grant -Discretionary Fund 2	7/31/2022	NEIGHBORHOOD SERVICES	OTHER
Texas Department of Housing and Community Affairs	2021 Low Income Household Water Assistance Program	3/31/2023	NEIGHBORHOOD SERVICES	OTHER
Texas Department of Housing and Community Affairs	Comprehensive Energy Assistance Program 2022	12/31/2022	NEIGHBORHOOD SERVICES	OTHER

Grant Sponsor	Program Name	End Date	Managing Department	Award Type Desc
Texas Department of Housing and Community Affairs	Community Services Block Grant 2022	12/31/2022	NEIGHBORHOOD SERVICES	OTHER
Texas Department of Housing and Community Affairs	Low-Income Housing Energy Assistance Program 2022	12/31/2022	NEIGHBORHOOD SERVICES	OTHER
Texas Department of Housing and Community Affairs	Comprehensive Energy Assistance Program 2018	6/30/2019	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	Comprehensive Energy Assistance Program 2019	6/30/2020	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	Comprehensive Energy Assistance Program 2020	6/30/2021	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	Comprehensive Energy Assistance Program 2021	6/30/2022	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	Comprehensive Energy Assistance Program CARES 2020	9/30/2021	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	Community Services Block Grant 2018	3/31/2019	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	Community Services Block Grant 2019	3/31/2020	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	Community Service Block Grant 2020	6/30/2021	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	Community Services Block Grant 2021	12/31/2021	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	Community Services Block Grant-CARES 2020	7/31/2021	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	2021 Department of Energy Weatherization Assistance Program	7/31/2022	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	Department of Energy Weather Assistance Program 2019	6/30/2021	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	Low-Income Home Energy Assistance Program 2019	3/31/2020	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	Low-Income Home Energy Assistance Program 2020	6/30/2021	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	Low-Income Housing Energy Assistance Program 2021	12/31/2021	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Housing and Community Affairs	Texas Emergency Rental Assistance Program COVID-19	1/14/2022	NEIGHBORHOOD SERVICES	FEDERAL
Texas Department of Parks and Wildlife	Alliance Community Park	12/31/2021	PARKS & COMMUNITY SERVICES	FEDERAL
Texas Department of Parks and Wildlife	Alliance Park Phase II	12/31/2021	PARKS & COMMUNITY SERVICES	STATE
Texas Department of Parks and Wildlife	Arcadia Trail South Extension	6/30/2022	PARKS & COMMUNITY SERVICES	FEDERAL
Texas Department of Parks and Wildlife	Diamond Hill Community Center	7/5/2025	PARKS & COMMUNITY SERVICES	STATE
Texas Department of Parks and Wildlife	North Z Boaz Park	7/15/2022	PARKS & COMMUNITY SERVICES	STATE
Texas Department of Public Safety	Disaster Assistance -Hurricane Laura	5/28/2021	FIRE	STATE
Texas Department of Public Safety	Fire LEOSE	8/28/2026	FIRE	STATE
Texas Department of Public Safety	Municipal Courts Marshals LEOSE Training	3/12/2024	MUNICIPAL COURTS	STATE
Texas Department of Public Safety	Police LEOSE	3/29/2023	POLICE	OTHER
Texas State Library	Inter-Library Loan Reimbursement 2016	12/31/2022	LIBRARY	FEDERAL
Texas State Library	Laptop and Wi-Fi lending program	10/31/2022		FEDERAL
Texas State Library	Texas Supports Libraries	8/31/2022		FEDERAL
Texas Veterans Commission	Fund for Veterans' Assistance General Assistance Grant 2021	7/30/2022	NEIGHBORHOOD SERVICES	STATE
Texas Veterans Commission	FVA Housing 4 Texas Heroes 2020	12/31/2021	NEIGHBORHOOD SERVICES	STATE
The United States Conference of Mayors	BOTANTICAL GARDENS	9/30/2025	NEIGHBORHOOD SERVICES	OTHER
TX Gov. Division of Emergency Mgmt (Fed Homeland Security)	Urban Area Security Initiative-2018	8/31/2020	FIRE	FEDERAL
TX Gov. Division of Emergency Mgmt (Fed Homeland Security)	Urban Area Security Initiative-2019	8/31/2021	FIRE	FEDERAL
TX Gov. Division of Emergency Mgmt (Fed Homeland Security)	Homeland Security Grant Program-2021	1/31/2023	FIRE	FEDERAL
TX Gov. Division of Emergency Mgmt (Fed Homeland Security)	Homeland Security Grant Program-2021 LEPTA	1/31/2023	FIRE	FEDERAL
TX Gov. Division of Emergency Mgmt (Fed Homeland Security)	Homeland Security Grant Program-2021 M&A	1/31/2023	FIRE	FEDERAL



Grant Sponsor	Program Name	End Date	Managing Department	Award Type Desc
TX Gov. Division of Emergency Mgmt (Fed Homeland Security)	Emergency Management Performance Grant 2018	3/31/2019	FIRE	FEDERAL
TX Gov. Division of Emergency Mgmt (Fed Homeland Security)	Emergency Management Performance Grant 2020	9/30/2020	FIRE	FEDERAL
TX Gov. Division of Emergency Mgmt (Fed Homeland Security)	Emergency Management Performance Grant 2021	9/30/2021	FIRE	FEDERAL
TX Gov. Division of Emergency Mgmt (Fed Homeland Security)	Fire Deployments	4/30/2022	FIRE	OTHER
TX Gov. Division of Emergency Mgmt (Fed Homeland Security)	Disaster Recovery Grant 4223-Phase I	11/29/2025	NON-DEPARTMENTAL	FEDERAL
TXU Energy	Reliant Care Grant 2017	6/30/2022	NEIGHBORHOOD SERVICES	OTHER
TXU Energy	UTILITY ASSISTANCE	6/30/2025	NEIGHBORHOOD SERVICES	OTHER
U.S. Department of Agriculture	Expansion of the CFW Residential Food Scraps Program	9/30/2023	CODE COMPLIANCE	FEDERAL
U.S. Department of Interior	Ft Worth Historic Survey Project	4/29/2024	DEVELOPMENT SERVICES	FEDERAL
U.S. Department of Justice	COPS Hiring Program	6/30/2023	POLICE	FEDERAL
U.S. Department of Justice	DEA ORGANIZED CRIME DRUG ENFORCEMENT TF	9/30/2022	POLICE	OTHER
U.S. Department of Justice	DOJ Gulf States	11/30/2022	POLICE	FEDERAL
U.S. Department of Justice	FBI Dallas Violent Crimes Task Force FY2018-21	9/30/2021	POLICE	OTHER
U.S. Department of Justice	FBI FINANCIAL CRIMES FY2018-21	9/30/2021	POLICE	OTHER
U.S. Department of Justice	FY2018-22 ATF JOINT TASK FORCE	9/30/2022	POLICE	OTHER
U.S. Department of Justice	FBI NT JOINT TERRORISM TASK FORCE FY 2018-22	9/30/2022	POLICE	OTHER
U.S. Department of Justice	Justice Assistance Grant 2019	9/30/2022	POLICE	FEDERAL
U.S. Department of Justice	Justice Assistance Grant 2020 CARES	8/31/2022	POLICE	FEDERAL
U.S. Department of Justice	DNA Capacity Enhancement & Backlog Reduction Program 2020	9/30/2022	POLICE	FEDERAL
U.S. Department of Justice	Internet Crimes Against Children FY2020	9/30/2022	POLICE	FEDERAL
U.S. Department of Justice	Justice Assistance Grant 2020	9/30/2023	POLICE	FEDERAL
U.S. Department of Justice	FY2020 OJDP ANTI GANG	9/30/2023	POLICE	FEDERAL
U.S. Department of Justice	FY2021 DEA HIDTA AIRPORT	9/30/2021	POLICE	FEDERAL
U.S. Department of Justice	FY2021 DEA HIDTA AIRPORT SURGE	9/30/2021	POLICE	OTHER
U.S. Department of Justice	FY2021 DEA TACTICAL DIVERSION	9/30/2021	POLICE	OTHER
U.S. Department of Justice	FY2021 DEA TF GP FW	9/30/2021	POLICE	OTHER
U.S. Department of Justice	DNA Capacity Enhancement & Backlog Reduction Program 2021	9/30/2023	POLICE	FEDERAL
U.S. Department of Justice	Justice Assistance Grant 2021	9/30/2024	POLICE	FEDERAL
U.S. Department of Justice	FY2022 DEA HIDTA Airport	9/30/2022	POLICE	FEDERAL
U.S. Department of Justice	FY2022 DEA HIDTA Airport Surge	9/30/2022	POLICE	OTHER
U.S. Department of Justice	HIDTA Group2	9/30/2022	POLICE	FEDERAL
U.S. Department of Justice	FY2022 DEA Tactical Diversion	9/30/2022	POLICE	OTHER
U.S. Department of Justice	FY2022 DEA TF Group FW	9/30/2022	POLICE	OTHER
U.S. Department of Justice	FY2022-25 FBI FINANCIAL CRIMES	9/30/2025	POLICE	OTHER
U.S. Department of Justice	FY2022-2025 FBI Violent Crime TF	9/30/2022	POLICE	OTHER
U.S. Department of Justice	Law Enforcement Based Victim Specialist	9/30/2022	POLICE	FEDERAL
U.S. Department of Transportation	Fort Worth Meacham Airport Apron & Taxiway Reconstruction	8/24/2022	AVIATION	FEDERAL
U.S. Department of Transportation	Fort Worth Spinks Airport East Side Hangar Taxiway	8/31/2025	AVIATION	FEDERAL
U.S. Department of Transportation	Spinks Tower Coronavirus Response & Relief Supplemental Act	6/6/2025	AVIATION	FEDERAL
U.S. Department of Transportation	Airport Maintenance at Fort Worth Alliance Airport 2022	8/31/2022	AVIATION	STATE
U.S. Department of Transportation	Airport Maintenance at Fort Worth Meacham Airport 2022	8/31/2022	AVIATION	STATE
U.S. Department of Transportation	Airport Maintenance at Fort Worth Spinks Airport 2022	8/31/2022	AVIATION	STATE
U.S. Department of Transportation	FY2020 USDOT FMCSA HIGH PRIORITY	9/30/2023	POLICE	FEDERAL
United States Marshals Service	FY2018-22 USMS TF	9/30/2022	POLICE	OTHER
United Way	United Way VITA grant	6/30/2020	NEIGHBORHOOD SERVICES	OTHER
United Way	United Way VITA Grant	6/30/2021	NEIGHBORHOOD SERVICES	OTHER
United Way	United Way Emergency Relief Funding	9/30/2021	NEIGHBORHOOD SERVICES	OTHER
United Way	2021 United Way VITA	6/30/2022		OTHER
UNT Health Science Center	UNTHSC-BAC 2022	8/31/2022	ECONOMIC DEVELOPMENT	STATE

Grant Sponsor	Program Name	End Date	Managing Department	Award Type Desc
US Treasury	Emergency Rental Assistance Program COVID-19	1/20/2022	NEIGHBORHOOD SERVICES	FEDERAL
US Treasury	Emergency Rental Assistance Program PY21-FY21	9/30/2025	NEIGHBORHOOD SERVICES	FEDERAL
USDA	2021 SFSP PI	9/30/2022	NEIGHBORHOOD SERVICES	
USDA	2021 SFSP PI	9/30/2022	NEIGHBORHOOD SERVICES	OTHER
Various Animal Charities	Other Pet Welfare Grants	12/31/2021	CODE COMPLIANCE	OTHER
		9/30/2022	PARKS & COMMUNITY SERVICES	OTHER
	Fort Worth Nature Center & Refuge Phase II	5/26/2023	PARKS & COMMUNITY SERVICES	
	Will Rogers Murals	12/31/2026	PUBLIC EVENTS	
	E.4th St & E.1st St. Improvemnt	6/30/2025	TPW	FEDERAL
	Meacham & Sylvania	6/1/2022	TPW	
	ALA Grow with Google	8/3/2021		OTHER
	Defense Economic Assistance Adjustment Grant	3/31/2024		
	ILL Reimbursement Grant FY 2021	1/11/2025		FEDERAL

**Attachment F**  
**Public Notice of Title VI Program Rights Poster**



**Public Notice of Title VI Program Rights**

The City of Fort Worth gives public notice of its' policy to uphold and assure full compliance with the non-discrimination requirements of Title VI of the Civil Rights Act of 1964 and related Nondiscrimination authorities. Title VI and related Nondiscrimination authorities stipulate that no person in the United States of America shall on the grounds of race, color, national origin, sex, age, disability, income level or Limited English Proficiency be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance.

Any person who desires more information regarding The City of Fort Worth's Title VI Program can contact its Title VI Coordinator, who works within the Diversity and Inclusion Department at the address noted below.

Any person who believes they have, individually or as a member of any specific class of persons, been subjected to discrimination on the basis of race, color, national origin, sex, age, disability, income level or Limited English Proficiency has the right to file a formal complaint. Any such complaint must be in writing and submitted within 180 days following the date of the alleged occurrence to either:

Al Henderson, Title VI Program Coordinator  
Diversity and Inclusion Department  
Hazel Harvey Peace Center for Neighborhoods  
City of Fort Worth  
818 Missouri Ave.  
Fort Worth, Texas 76104  
817-392-7525



### **Aviso Público de los Derechos del Programa Título VI**

La Ciudad de Fort Worth proporciona esta notificación pública sobre su política de mantener y asegurar el cumplimiento de los requerimientos de no-discriminación de el Título VI de la Acta de Derechos Civiles de 1964, y las autoridades relacionadas de no-discriminación. Titulo VI y la autoridades relacionadas estipulan que ninguna persona en los Estado Unidos de América debe ser excluido de participar en, ser negado de beneficios, o de otra manera ser sujetado a discriminación basado en su raza, color, origen nacional, sexo, edad, incapacidad, nivel de sueldo, o dominio limitado del inglés en cualquier programa o actividad, cual recibe asistencia financiera federal.

Cualquier persona que desea más información sobre el Programa Titulo VI de la Ciudad de Fort Worth puede contactar al Coordinador, cual trabaja en la Departamento de Diversidad e Inclusión en la dirección anotada abajo.

Cualquier persona que cree, ya sea individualmente o como miembro específico de cualquier clase de personas, que ha sido sujeto a discriminación basado en su raza, color, origen nacional, sexo, edad, incapacidad, nivel de ingresos, o dominio limitado del inglés tiene el derecho de archivar un queja formal. Tal queja debe hacerse por escrito y formalmente presentado dentro de 180 días después de la fecha de lo presunto alegado a:

Al Henderson, Coordinador del Programa Titulo VI  
Departamento de Diversidad e Inclusión  
Centro de Hazel Harvey Peace  
City of Fort Worth  
818 Missouri Ave.  
Fort Worth, Texas 76104  
817-392-7525



**Attachment G**  
**Department Specific Public Participation Plans**

- G-1: Neighborhood Services Citizens Participation Plan
- G-2: Transportation and Public Works Public Participation Plan

**Attachment G-1 Neighborhood Services Citizens Participation Plan**

**CITY OF FORT WORTH CITIZEN PARTICIPATION PLAN  
Regarding  
Use of Grant Funds From the U.S. Department of Housing and Urban Development**

AS AMENDED

The City of Fort Worth (City) is committed to providing opportunities for its citizens to participate in an advisory role in the planning, implementation and assessment of its Community Development Block Grant (CDBG) Program, HOME Investment Partnerships (HOME) Program, Emergency Solutions Grant (ESG) Program and Housing Opportunities for Persons with AIDS (HOPWA) Program. In order to encourage and support participation of citizens, the City will provide adequate information, hold public hearings, and give citizens the opportunity to comment on the City's plan for expenditure of federal funds and assessment of the results from use of these funds. Citizen participation is essential for a viable program, and while the final authority for decision-making rests with the City Council, the City recognizes that exchange of information among citizens and elected officials will allow for a stronger, more responsive affordable housing and community development effort in the City of Fort Worth.

This amended Citizen Participation Plan (CPP) sets forth the City's policies and procedures for citizen participation in the development of the Consolidated Plan, Annual Action Plan, Substantial Amendments to these plans, and the Consolidated Annual Performance and Evaluation Report (CAPER). This Citizen Participation Plan also includes policies and procedures for citizen participation in the development of the City of Fort Worth's Assessment of Fair Housing (AFH) and any subsequent amendments to the AFH. This Plan will become effective upon its adoption by City Council. This amended CPP will be posted on the City of Fort Worth web site at [www.fortworthtexas.gov/neighborhoods/grants/](http://www.fortworthtexas.gov/neighborhoods/grants/) and hard copies will be made available for review at the locations indicated below under the "Publishing the Plan" section. The City will also make a reasonable number of copies available for free. Citizens will have thirty (30) days to review the amended CPP and submit comments to the City of Fort Worth before it is submitted to City Council for adoption.

**A. Consolidated Plan, Action Plan, Consolidated Annual Performance and Evaluation Report, Substantial Amendments to the Consolidated Plan or Action Plans, Assessment of Fair Housing and Revisions to Assessment of Fair Housing**

The City of Fort Worth is required to submit the above- listed documents to the U.S Department of Housing and Urban Development (HUD) as a condition of receiving federal grant funding under the CDBG, HOME, ESG and HOPWA programs. Below are the specific procedures to be followed to ensure community input on these submissions.



**1. The Consolidated Plan (ConPlan)**

- a. This document serves as the five-year planning framework used to apply for funding under the CDBG, HOME, ESG, and HOPWA Programs. The City will make available to citizens, public agencies and interested parties information that includes:
  - the estimated amount of assistance the jurisdiction expects to receive, including grant funds and program income; and
  - the range of activities that may be undertaken, including the estimated amount that will benefit persons of low- and moderate- income.

The overall goal of these programs is to develop viable urban communities by providing decent housing, a suitable living environment, and expanding economic opportunities principally for low- and moderate-income persons. Through this document, the City describes its plan to pursue these goals for community development and affordable housing programs that are funded through grant funds from the U.S. Department of Housing and Urban Development (HUD) during a five (5) year period. HUD will evaluate the performance of the City in accomplishing these goals.

The Executive Summary of the Consolidated Plan will be published and made available at the City locations in sections (B)(3) of this plan. The five-year Consolidated Plan will also include a one-year Action Plan. For each year thereafter during the five-year period, a one-year Action Plan will be made available to the public.

- b. The City will conduct at least one public hearing during the development process before the Consolidated Plan is published and at least one public hearing during the 30 day comment period to obtain citizen's views and to respond to proposals and questions. These public hearings will be held in conjunction with the Community Development Council or City Council meetings. The Public Notices for the Hearings and the Hearings themselves will follow the procedures set forth in Section C. The Community Development Council is a citizen advisory body, appointed by the City Council, which has been charged with making recommendations regarding funding allocations and policy for the HUD grant programs.
- c. The City will provide information to the Fort Worth Public Housing Authority (currently re-named as Fort Worth Housing Solutions or FWHS), regarding the Consolidated Plan and its activities and encourage the FWHS to share the information at its annual public hearing required for the Public Housing Authority Plan. The City will also consult with FWHS during the development of the Assessment of Fair Housing.

**2. Annual Action Plan (AP) –**

- a. This document serves as the application for funding to HUD under the CDBG, HOME, ESG, and HOPWA Programs. The Annual Action Plan states the amount of assistance the City expects to receive (including grant funds and program income) from each of the federal programs and includes a description of the activities and related funding allocations that the City will undertake to address the needs and priorities established in the Consolidated Plan.
- b. The City will conduct at least one public hearing before the Annual Action Plan is published and at least one public hearing during the 30 day comment period to obtain citizen’s views and to respond to proposals and questions. The public hearings will be held in conjunction with meetings of the Community Development Council or at City Council meetings. The Notices of the Hearings and the Hearings will follow the procedures set forth in Section C.

**3. Consolidated Annual Performance and Evaluation Report (CAPER) –**

- a. This report describes the accomplishments achieved with federal funds during the previous year, including how funds were actually used and the extent to which these funds were used for activities that benefited low- and moderate-income residents. The fiscal year for expenditure of HUD funds begins October 1 and ends September 30 of the following year. This report will be submitted to HUD within 90 days of the close of the program year, that is, no later than December 30 of each year.
- b. The City will provide citizens with reasonable notice and an opportunity to comment on performance reports as described herein. Citizens will be given a period of not less than fifteen (15) days to comment prior to the submission of the Comprehensive Annual Performance and Evaluation Report (CAPER) to HUD. Comments may be submitted to the City of Fort Worth, by writing or calling any of the numbers listed in Section (C)(3)(b). Additionally, the City will consider any oral or written comments or views of citizens received at the public hearing conducted while preparing the CAPER. A summary of these comments will be attached to the CAPER document upon submission to HUD.

**4. Substantial Amendments**

- a. The City shall amend its approved Annual Action Plan and/or its Consolidated Plan whenever it makes one of the following decisions:
  - 1. To make a change in its allocation priorities;
  - 2. To make a change in the method of distribution of funds;
  - 3. To carry out an activity, using funds from any program covered by the





Consolidated Plan (including program income), not previously described in the Annual Action Plan;

- 4. For the CDBG program, to change the use of CDBG funds from one eligible activity to another
- 5. To change the purpose, scope, location or beneficiaries of an activity;
- or
- 6. To make substantial changes in funding to an “activity” under the CDBG, HOME, ESG and HOPWA Programs; For the City of Fort Worth, a substantial change is defined as an increase in funding for a particular activity of 25% or more of the original project budget even if the project is funded from multiple Action Plan years. For example, if a project budget equals \$100,000 and the City proposes to add \$9,000 to the project, no Substantial Amendment would be necessary, however if the City wanted to increase the budget by \$25,000, a Substantial Amendment would be necessary.

- b. Whenever a Substantial Amendment is proposed, this amendment shall be available for public comment for a period of thirty (30) days before submission to City Council for approval. A Substantial Amendment to the Action Plan will not be implemented until the conclusion of the 30-day public comment period. A summary of all comments or views received in writing, or orally, during the comment period, will be attached to the Substantial Amendments upon submission to HUD.

**5. Assessment of Fair Housing**

a. The Assessment of Fair Housing is a planning document prepared in accordance with HUD regulations at 24 CFR 91.105 and 24 CFR 5,150 through 5.166, which became effective as of June 30, 2015. This plan includes an analysis of fair housing data, assesses fair housing issues and contributing factors, and identifies the City’s fair housing priorities and goals for affirmatively furthering fair housing.

b. The process for development of the AFH and the process for citizen participation for the AFH are the same as the processes for development and citizen participation for the Consolidated Plan, Action Plan, and their Substantial Amendments with regard to public hearings, public comment periods, and public notices, with the additional requirement that HUD-required data and other local data and information that the City intends to use in preparing its AFH will be made available to the public as soon as feasible.

c. The Assessment of Fair Housing must be submitted to HUD at least 270 days prior to the beginning of the program year for which a new Consolidated Plan is due. The City of Fort Worth’s first AFH will be submitted to HUD no later than January 1, 2018, as the next Consolidated Plan will be due on August 15, 2018, and will cover the program years from 2018 to 2023.

**6. Revisions to Assessment of Fair Housing**

a. The City shall amend and revise its approved Assessment of Fair Housing whenever one of the following situations occurs:

1. a material change occurs. A material change is a change in circumstances in the City of Fort Worth that affects the information on which the AFH is based, to the extent that the AFH analysis, its priorities and goals, and the fair housing contributing factors, no longer reflect actual circumstances. Examples of a material change may include:

- i. significant demographic changes;
- ii. new significant contributing factors in the jurisdiction that create, perpetuate, contribute to, or increase restrictions on fair housing choice or access to opportunity;
- iii. Presidentially-declared disasters within the jurisdiction that are of such a nature as to significantly affect the City's efforts to affirmatively further fair housing;
- iv. civil rights findings, determinations, settlements (including Voluntary Compliance Agreements), or court orders.

2. upon HUD's written notification specifying that a material change has occurred;

b. Whenever a Revision to the Assessment of Fair Housing is proposed, it will be available for public comment for a period of thirty (30) days before submission to City Council for approval. A Revision to the Assessment of Fair Housing will not be implemented until the conclusion of the 30-day public comment period. A summary of all comments or views received in writing, or orally, during the comment period, will be attached to the Revision upon submission to HUD.

**B. PUBLISHING THE PLANS, THE CAPER, and the AFH**

1. In order to provide citizens the opportunity to participate in the development of the Consolidated Plan, the Annual Action Plan, the CAPER, and the AFH, the City will publish notices of two public hearings as described in Section C during the development of these documents. The Notices relating to the HOPWA Program and its activities will be published in non-legal sections of newspapers in Tarrant, Wise, Parker, Johnson, Hood and Somervell Counties.

2. In order to provide citizens the opportunity to examine the plans and the AFH and comment on the proposed Consolidated Plan, Action Plan, and AFHonce developed, the City will publish notice of at least one public hearing as



described in Section C during the comment period and before adoption. The notice will give a brief summary of the Plan or AFH and explain provisions for availability of these draft documents.

3. The Consolidated Plan, the Annual Action Plan, the CAPER, Substantial Amendments to these documents, including the listing of all approved activities and their funding under the CDBG, HOME, ESG, and HOPWA Programs, the Citizen Participation Plan (amended), the availability of housing opportunities for low- and moderate-income residents, and any One-for-One Replacement Plans will be posted on the City of Fort Worth web site at [www.fortworthtexas.gov/neighborhoods/grants](http://www.fortworthtexas.gov/neighborhoods/grants). The Assessment of Fair Housing and any subsequent Revisions to the AFH will also be posted on the City of Fort Worth web site at [www.fortworthtexas.gov/neighborhoods/grants](http://www.fortworthtexas.gov/neighborhoods/grants). In addition, drafts and final copies of the Plans, CAPER and the AFH will be made available for review at the following locations:

**City of Fort Worth**  
Neighborhood Services Department  
City Hall Annex, 3<sup>rd</sup> Floor  
908 Monroe  
Fort Worth, Texas 76102

Central Library  
500 W. 3<sup>rd</sup> Street,  
Fort Worth, Texas 76102

East Regional Library  
6301 Bridge Street  
Fort Worth, Texas 76112

Northside Branch Library  
601 Park Street  
Fort Worth, Texas 76106

Southwest Regional Library  
4001 Library Land  
Fort Worth, Texas 76109

East Berry Branch Library  
4300 E. Berry  
Fort Worth, Texas 76105

**C. PUBLIC HEARINGS AND PUBLIC COMMENTS**

**1. Guidelines**

- a. The City of Fort Worth will hold at least one public hearing to obtain citizens' views during the development of the Consolidated Plan and at least one public hearing during the development of the Annual Action Plan. The City will also hold at least one public hearing during the development of the Assessment of Fair Housing but before the draft AFH is published for comment. These public hearings will provide interested parties with the following:
  - i. A forum for citizens and groups to provide the City with information on housing and community development needs as part of the preparation of the Consolidated Plan, the Annual Action Plan and the Assessment of Fair Housing;
  - ii. The amount of funds the City expects to receive from the U. S. Department of Housing and Urban Development (HUD) for the implementation of the CDBG, HOME, ESG, and HOPWA Programs, as well as program income, as part of the preparation of the Annual Action Plan;
  - iii. The range of activities that may be undertaken under each of these programs and the estimated amount of funds that will benefit low- and moderate-income residents;
  - iv. A summary of HUD-provided data and other information that will be used to develop the AFH, as well as a listing of fair housing issues identified and a summary of the goals, strategies and meaningful actions that the City will take to Affirmatively Further Fair Housing.
  
- b. The City of Fort Worth will hold at least one public hearing to obtain citizens' views after publication of the Consolidated Plan but before adoption and at least one public hearing after publication of the Annual Action Plan but before adoption, as well as at least one public hearing after publication of the Assessment of Fair Housing but before adoption. These public hearings will provide interested parties with the following:
  - i. A forum for citizens and groups to provide the City with information on housing and community development needs;
  - ii. The amount of funds the City expects to receive from HUD for the implementation of the CDBG, HOME, ESG, and HOPWA Programs, as well as program income, as part of the preparation of the Annual Action Plan;
  - iii. The activities proposed to be undertaken under each of these programs and the estimated amount of funds that will benefit low- and moderate-income residents.



- iv. A summary of HUD-provided data and other information that was used to develop the AFH as well as a listing of fair housing issues identified and a summary of the goals, strategies and meaningful actions that the City will take to Affirmatively Further Fair Housing.
- c. A public hearing will be held to provide the public with information on the draft CAPER, which describes the expenditure and annual accomplishments using CDBG, HOME, ESG, and HOPWA funds. This public hearing will also provide the public with information regarding specific activities undertaken during the program year to Affirmatively Further Fair Housing, in accordance with the goals, strategies and actions described in the AFH.
- d. Public hearings will be held at either the Community Development Council meetings or the Fort Worth City Council meetings. Public hearings will be held at City Hall, 1000 Throckmorton, Fort Worth, Texas 76102, Pre-Council Chambers or the City Council Chambers, 2<sup>nd</sup> floor, as specified in the notice, which is a central, accessible location or other locations specified in the notice. Accommodations for disabled individuals are available upon request of at least 24 hours prior to the meeting. Also, Spanish-speaking personnel are present at these meetings upon request. Upon request from other non-English speaking residents, efforts will be made to have personnel fluent in the respective language present at these meetings.
- e. All public hearing locations will be wheelchair accessible and accommodations for sign interpretive services can be made available if requested 48 hours in advance of meetings. The public hearing notices shall be published in English and in Spanish in the Star-Telegram and the City will insure that a bilingual person is available at these meetings when requested by residents who do not speak English.
- f. The City will provide a thirty day comment period in order to provide citizens with the opportunity to make comments on proposed Consolidated Plans, Annual Action Plans, and Substantial Amendment(s) to these Plans, as well as for the Assessment of Fair Housing and any proposed Revisions to the AFH. There will be a fifteen day comment period for the CAPER. Public notices regarding 30-day comment periods will be published in both English and Spanish. The Plans and the Amendments, and the AFH or its subsequent Revisions, will not be implemented until the conclusion of each public comment period. All comments or views of citizens received in writing, or orally at public hearings, if any, will be considered by the City before implementing the proposed changes. A summary of citizen comments will be attached and made a part of the final corresponding document. This will include a determination and reason of acceptance or non-acceptance of comments received. After an amendment is approved by City Council a copy shall be submitted to HUD with a transmittal letter signed by the Director of the Neighborhood Services Department.



**2. NOTICE OF PUBLIC HEARINGS AND COMMENT PERIODS**

- a. In order to provide citizens the opportunity to participate in the development and proposed Consolidated Plan, the Annual Action Plan, and the CAPER, the City will publish notices of public hearings and notices of availability of these draft documents in the Fort Worth Star-Telegram, a newspaper of general circulation. Such notices will also be published in newspapers or publications serving low-and moderate-income persons and minority populations, such as "La Vida News THE BLACK VOICE", a newspaper serving the African-American community, and "La Estrella", a Spanish language newspaper serving the Hispanic community. The Fort Worth Star-Telegram shall serve as the Official Newspaper for the official notices. To ensure that persons residing in the multi-county service area for the HOPWA program are given an opportunity, notices may also be published in newspapers serving that multi-county service area as stated above.
- b. The notice of the time, place, and purpose of the public hearings and comment periods will be published as a display ad, in a non-legal section of the newspaper. All notices of hearings will be posted on the official bulletin board located outside of City Hall (Fort Worth Municipal Building), 1000 Throckmorton Fort Worth, TX 76112. Public hearings will be held only after there has been adequate notice (at least 14 days). In addition, an additional notice of the meeting will be posted on the City's official bulletin board at least 72 hours prior to the actual meeting.
- c. For actions which require City Council approval, Mayor and Council Communications (M&Cs) documents, which are defined as the official proposed action taken by the City Council which provide additional information about the proposed action, will be published 72 hours prior to action taken by the City Council and are available on the City's website at: [www.fortworthtexas.gov](http://www.fortworthtexas.gov). If assistance is needed by citizens with disabilities in finding information on the web site, citizens may call Customer Service at 817-392-8660 or TDDY/TTY 817-392-8856. The City of Fort Worth has a disability program coordinator who can be reached at 817-392-8552 and [ada@fortworthgov.org](mailto:ada@fortworthgov.org)

**3. COMMENTS RECEIVED DURING THE PUBLIC HEARINGS AND DURING THE COMMENT PERIOD**

- a. When the City publishes its notices requesting public comment for the Consolidated Plan, Action Plans, Substantial Amendments, Assessment of Fair Housing, or Revisions to the Assessment of Fair Housing and states the dates of the 30-day comment period, the city shall include the following address stating where to send written comments:

City of Fort Worth Citizen Participation Plan  
 Amended Draft as of June 2016  
 Page 9 of 12



Neighborhood Services Department Director  
City of Fort Worth  
1000 Throckmorton  
Fort Worth, TX 76102

- b. Such notice will also include the name, telephone number and e-mail address of a designated project manager so that any oral comments and questions can be submitted to the person with the most knowledge about the proposed project or activity.
- c. The City shall consider and respond to all comments received during public hearings and the comment period. A summary of these comments or views received by the Neighborhood Services Department, and the determination of the acceptance or non-acceptance and reasons for the non-acceptance will be attached and made a part of the corresponding final document, i.e., Consolidated Plan, Annual Action Plan, Substantial Amendments, CAPER, Assessment of Fair Housing, and Revision to the AFH.

**4. ACCESS TO HEARINGS AND MEETINGS**

- a. The City shall provide citizens with reasonable and timely access to public hearings.
- b. All public notices for public hearings will include the following language for citizens with disabilities or Spanish speaking residents: “The City of Fort Worth City Hall, City Council Chambers, and Pre-Council Chambers are all wheelchair accessible. Access to the building is available at the north end of City Hall (Fort Worth Municipal Building) on the corner of 10<sup>th</sup> Street and Monroe. Special parking is available at the south end of City Hall on the Corner of Monroe and Texas Street. Spanish speaking persons or persons with disabilities who plan to attend these meetings and who need auxiliary aids or services such as interpreters for persons who are deaf or hearing impaired, readers, or large print or are Spanish speaking only are requested to contact the Neighborhood Services Department at 817-392-7540.”
- c. In addition, all notices of public hearings and comment periods will be published in English and Spanish. The notice will include a telephone number for those who may need assistance.
- d. The city will assess the need for language translation of public notices and vital documents for citizen participation by following procedures recommended in HUD guidance published on January 22, 2007 in the Federal Register in accordance with Executive Order 13166. Reassessment of the need for translation services will occur at a minimum upon publication of the



decennial Census or every five years during the preparation of the Consolidated Plan and Assessment of Fair Housing. As of 2015, the Spanish language meets the HUD guidance threshold for translation of public notices and vital documents.

**D. AVAILABILITY TO THE PUBLIC AND ACCESS TO RECORDS**

1. Copies of any of the above-mentioned documents will be provided to citizens and groups, upon request, free of charge during the comment period. Citizens may request free copies of these documents by contacting the Neighborhood Services Department at 817-392-7540.
2. The City will make available to its citizens a reasonable number of copies of the adopted Consolidated Plan, Action Plan, CAPER and Substantial Amendments, the Assessment of Fair Housing, and Revisions to the AFH upon request, free of charge.
3. All documents referenced in this Citizen Participation Plan shall be in a form accessible to persons with disabilities, upon request. These documents will be available to the public during regular working hours at the City of Fort Worth Neighborhood Services Department located at 908 Monroe 3<sup>rd</sup> floor Fort Worth, Texas 76012; The Consolidated Plan, Action Plan, and CAPER, as well as the Assessment of Fair Housing and any subsequent amendments, will also be available on the city's website at [www.fortworthtexas.gov/neighborhoods/grants/](http://www.fortworthtexas.gov/neighborhoods/grants/).
4. If assistance is needed locating these documents, by citizens with disabilities, citizens may call Customer Service at 817-392-8660 or TDDY/TTY or 817-392-8856. Citizens may also contact the City of Fort Worth disability program coordinator at 817-392-8552 or email them at [ada@fortworthgov.org](mailto:ada@fortworthgov.org).
5. The City will make available to citizens, records regarding the past use of funds, the Citizen Participation Plan, the Consolidated Plan, the Action Plan, Substantial Amendments, the Consolidated Annual Performance Report, the Assessment of Fair Housing, and Revisions to the AFH, and other related records as stated herein. Citizens and citizen groups will have access to records for at least five years from the publication date of the requested document.
- 6f. The CPP and all documents covered in this plan will be in a format accessible for persons with disabilities upon request. For example, this plan will be placed in a format on the City's website that will allow vision impaired individuals to hear the plan over the internet. In addition, the city will make audio tapes of this plan available upon request. If assistance is needed, by citizens with disabilities, in finding information or obtaining a copy of the Consolidated Plan, Action Plan, CAPER and Substantial Amendments, the Assessment of Fair Housing, and Revisions to the Assessment of Fair Housing, please call Customer Service at 817-392-8660 or TDDY/TTY 817-392-8856. The City of Fort Worth has a disability program coordinator who can be reached at 817-392-8552 and [ada@fortworthtexas.gov](mailto:ada@fortworthtexas.gov).



**E. TECHNICAL ASSISTANCE**

Groups representative of persons of low and moderate income may seek assistance and information regarding activities addressed in this Citizen Participation Plan through the Compliance and Planning Division of the Neighborhood Services Department.

**F. COMPLAINTS**

A citizen or organization that wishes to file a complaint or grievance concerning Consolidated Plan activities or programs, or the Assessment of Fair Housing, may write or call the Director of the Neighborhood Services Department at 1000 Throckmorton, Fort Worth, Texas 76102 or 817-392-7540. The City will provide a written response to every written citizen complaint within 15 working days where practicable. If not satisfied with the response, the citizen or organization concerned may contact the City Manager describing the problem, the response of the Department concerned, and what further action is believed needed.

**G. ANTI-DISPLACEMENT**

Following the approval of the Consolidated Plan and subsequent Action Plans, the City of Fort Worth will review all projects recommended for funding to identify those activities that will result in the displacement of residents.

The City's overall goal is to minimize displacement of its residents. However, when displacement is unavoidable, before any formal action is taken by the City to displace an individual, the City will notify, in writing, those residents who will be displaced and outline the types of services available through the City. The City of Fort Worth will comply with all requirements of the Uniform Relocation Assistance Act, and will not displace any resident unless suitable, safe, decent and sanitary housing is available. All replacement units will be inspected to ensure suitability. Residents who must relocate will be provided with counseling assistance and referrals to replacement housing. In the event that a resident disagrees with the need for displacement, he or she may file a written appeal to the City Manager.

**Attachment G-2 Transportation and Public Works Public Participation Plan**

**Transportation and Public Works Public Participation Plan**

**Title VI Public Participation Plan**

The City of Fort Worth promotes an environment that encourages citizen involvement in city government. The City has developed extensive public outreach mechanisms for addressing the City's diverse communities. The City maintains a website, [www.fortworthtexas.gov](http://www.fortworthtexas.gov), which is updated frequently. The site contains information on the City's responsibilities, programs, publications, releases and contact information for staff. There is also a search function that allows navigation to the activities associated with the various sectors of city government. Further, on the website a "Follow Fort Worth" link has been added to encourage people to obtain the latest information on City programs by signing up for regular email or social media updates. In the future, the website will contain a link to the Title VI Plan, complaint procedures (via links to TxDOT), and a comment form so visitors may comment directly to the City on relevant subject matter.

The City of Fort Worth maintains a comprehensive library of local and regional transportation documents in the City's public libraries. These documents are all available to the public. Additionally, City staff can be reached by phone or e-mail, and staff contact information is included on publications produced by the City. As part of routine daily business, City staff responds regularly to requests for information from citizens, businesses, staff from other public agencies, and other organizations throughout the region. Each year, the City issues a multitude of publications, reports, and maps and responds to and processes a large number of data requests.

**Council meetings open to the public:**

The Fort Worth City Council establishes all City Policy. The Council meets weekly and all City Council and council committee meetings are open to the public. Meeting times and locations are posted on the City's Public Notices Board located at City Hall, 200 Texas Street, Fort Worth, TX and on the City's website in advance of the meeting, providing citizen's time for preparing to attend the meetings and for preparing comments and input for the meeting. All transportation program contracts are discussed and approved at these public meetings. At each council meeting, time is allocated for citizen comments and input. The meeting venue is wheelchair accessible, open captioned, and all meeting agendas contain the following statement:

*ADA Notice: Persons with disabilities who plan to attend this meeting and who may need accommodations, auxiliary aids, or services such as interpreters, readers, or large print are requested to contact the City's ADA Coordinator at (817) 392-8552 or e-mail [ADA@FortWorthTexas.gov](mailto:ADA@FortWorthTexas.gov) at least 48 hours prior to the meeting so that appropriate arrangements can be made. If the City does not receive notification at least 48 hours prior to the meeting, the City will make a reasonable attempt to provide the necessary accommodations.*

**Opportunities for public comment:**

The City routinely provides opportunities for public comment, and continues to work to find new and innovative ways to improve involvement of all segments of the population during the TPW project planning process. Comments are accepted by phone, fax, email, US mail, Internet and in person. City representatives regularly attend neighborhood association meetings to receive input and ensure citizens' concerns are considered when transportation improvement programs are being developed. The City uses direct mail, newspaper advertisement, and the City's cable channel, which is available on the internet at the City's website listed above, to inform the public of the City's programs, public comment periods, meetings and publications.

The City also makes the necessary arrangements to accommodate persons of limited English proficiency (LEP). For example, during the development of the 2018 Bond Program, which included \$261M in street and other transportation related projects, the City conducted 19 public meetings. Translators were available at all meetings for translating information into Spanish, Vietnamese, Arabic and other languages. The City also provided an online comment form and accepted emails and phone calls.

**Comments are accepted at any time:**

Comments are accepted via an online comment form, by phone, fax, email, U.S. mail, and in person at any council or committee meeting. Contact information for the City is included on all publications produced by the City and the City responds to all comments received.

**Citizen comments are requested at agency meetings:**

All City board and committee meetings are open to the public. The City generally conducts 15-20 of these meetings each year. Meeting dates are posted well in advance on the City's Website. Each meeting includes time for citizen comments, and at least once, at each meeting, the chair makes a request for citizen comments. No advance notice is required to speak during the citizen comment period, and official meeting summaries are kept of all public comments.

**Formal public comment periods for major activities:**

The City provides periods for formal public comment and review when soliciting input from citizens on major transportation planning and programming projects. Generally, information is reviewed and released by one of the policy boards at a monthly meeting for a formal public comment period. The comment period is included in the City's emails containing the proposed meeting agenda and on the website. Comments can be made in person at any City Council meeting, on the City's website, by email, by US mail, fax, or telephone. The City responds to all comments received, and as appropriate forwards comments to other agencies for a response. Comments continue to be accepted until the close of the comment period.

**Public Dissemination of Information:**

TPW staff will develop and disseminate Title VI program information to City employees, and sub-recipients, including contractors, subcontractors, consultants and the general public. These public dissemination programs include actions such as posting official statements of Title VI language in contracts or other agreements and on the City’s website. It also includes annual publication of the City’s Title VI Policy Statement in general circulation newspaper(s) and in specially prepared informational brochures. Other forms of dissemination will include public announcements or notices of proposed projects, hearings, meetings, or formation of public advisory boards, in newspapers or other media reaching the affected community. Ensure the full utilization of available minority publications or media; and, where appropriate, provide written or verbal information in languages other than English. TPW staff will work in conjunction with the City of Fort Worth Human Relations Unit (HRU) and Communications Department in disseminating this information.

**Elimination of Discrimination:**

TPW staff will work with the HRU to establish procedures for promptly resolving deficiencies and implementing procedures to eliminate discriminatory practices that may exist in any City processes.

**Maintaining Legislative and Procedural Information:**

The TPW Department within the City will maintain, update and make available to the public all pertinent Federal laws, rules, regulations and TxDOT guidelines.

**Coordination with Human Relations Unit and Enforcement:**

The HRU provides information and services related to basic human rights, including enforcement of the city’s anti-discrimination ordinance and federal housing, employment and accommodation laws. It also provides staff support to the city council-appointed [Human Relations Commission](#). Additionally, the HRU strives to help create a welcoming community for all people by providing resources and outreach efforts that promote basic human rights and facilitate harmonious relationships among Fort Worth’s diverse population. The Human Relations Unit (HRU) has the authority to enforce city ordinances and federal laws that prohibit discrimination in the areas of housing, employment and public accommodations. The HRU includes a staff of investigators and support personnel who can receive complaints if the city has jurisdiction, work toward conciliation with the parties involved, conduct investigations and issue a charge or determination if conciliation is not reached.

**Title VI Limited English Proficiency Accommodations**

The City of Fort Worth follows Executive Order 13166 “Improving Access to Services for Persons with Limited English Proficiency”. The Executive Order requires agencies to examine the services it provides and develop and implement a system by which LEP persons can





meaningfully access those services consistent with, and without unduly burdening, the fundamental mission of the agency.

A Limited English Proficient person is defined as one who does not speak English as his or her primary language and has a limited ability to read, write or understand English.

Based on the 2010 Census, 34% of the City’s population is of Hispanic origin. The City ensures that all communication with the general public about transportation related projects are communicated officially in English and Spanish. During the process of identifying the streets and other capital projects to be included in the City’s capital development construction program, the City encourages significant community interaction. There is ongoing dialogue with citizens and all communication material including brochures, and information news letters are always published in English and Spanish. During the design and project construction phases of each individual project, information cards and letters are mailed to all households that could potentially be impacted by the project. These information items are always printed in English and Spanish.

The City of Fort Worth also maintains a list of staff members who speak languages other than English. These individuals receive special Bi-lingual pay for performing as-needed translation services for the City. They are available to assist the City with verbal and written translation into languages other than English, and to work with individuals and community organizations with limited English proficiency. When necessary, the City also uses professional translation services. When there are issues or actions that impact concentrated populations of non-English speaking people, the appropriate community media, in applicable language(s), is used as a medium for delivering live notices and announcements. The City will publish this Title VI Program on its website in the most common language used in Fort Worth. For published materials targeted to non-English speaking communities, the City will utilize professional translation services to insure accuracy.

**Four Factor Analysis**

The City of Fort Worth will conduct a Four-Factor Analysis to determine when language assistance might be required to ensure such meaningful access and to identify cost effective measures to address those language needs. The four factors include:

- 1 the number or proportion of LEP persons eligible to be served or likely to be encountered;
- 2 the frequency with which LEP individuals come into contact with the program;
- 3 the nature and importance of the program, activity, or service provided by the program;
- 4 the resources available and costs to the recipient.

The City of Fort Worth will use the results of the analysis to determine which language assistance services are appropriate and update its plan to address the identified needs of the LEP population(s) it serves.



**Title VI Environmental Justice**

**Overview**

“Environmental Justice” (EJ) is the fair treatment and meaningful involvement of all people, regardless of race, ethnicity, income, national origin, or educational level with respect to the development, implementation and enforcement of environmental laws, regulations and policies. For the purpose of this strategy, fair treatment means that no population, due to policy or economic disempowerment, is forced to bear a disproportionate burden of the negative human health and environmental impacts, including social and economic effects, resulting from transportation decisions, programs and policies made, implemented and enforced at the Federal, State, local or tribal level.

Executive Order (EO) 12898, *Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations* (February 11, 1994), requires each Federal agency to “make achieving environmental justice part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority populations and low-income populations.” The EO directs each Federal agency to develop an agency-wide EJ strategy to implement these requirements. DOT issued its original EJ Strategy in 1995.

The Department’s EJ commitment includes the recognition that infrastructure choices that are made at the Federal, State, and local levels can strengthen communities, create pathways to jobs, and improve the quality of life for individuals and communities across the country. By empowering communities to have a meaningful voice in transportation decisions, institutionalizing “best practices” internally and externally across DOT programs, and sharpening enforcement tools to ensure compliance, the Department ensures that EJ is an integral and effective part of all of its activities.


**Guiding Principles**


- to ensure the full and fair participation by all potentially affected communities in the transportation decision-making process;
- to avoid, minimize, or mitigate disproportionately high and adverse human health and environmental effects, including social and economic effects, on minority or low-income populations; and
- to prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority or low-income populations.

Public outreach, community engagement and participation in decision-making is a fundamental principle of environmental justice. This is accomplished by the community and informational meetings, information newsletters distributed to affected neighborhoods for each project, postings on the City’s websites of all upcoming projects and activities. Under the Capital Improvement Projects site, each project is identified with additional information as well as all community meetings are posted on this website to encourage public participation.

The City of Fort Worth policy for ensuring EJ is to ensure the compliance considerations are addressed during the program development period.

**Attachment H**  
**External Discrimination Complaint Policy and Complaint Form**

																																																																					
<p><b>DISCRIMINATION COMPLAINT FORM</b></p> <p>Mail this signed form to:            City of Fort Worth Diversity and Inclusion Department            Hazel Harvey Peace Center            818 Missouri Ave.            Fort Worth, Texas 76104            (817) 392-7525 Fax: (817) 392-7529</p>																																																																					
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="2">Last Name</td> <td colspan="2">First Name</td> </tr> <tr> <td colspan="2">Mailing Address</td> <td>City</td> <td>State</td> </tr> <tr> <td colspan="2">Telephone</td> <td>Alternative Telephone</td> <td>Email Address</td> </tr> <tr> <td colspan="4">Please indicate the basis of your complaint:</td> </tr> <tr> <td><input type="checkbox"/> Race</td> <td><input type="checkbox"/> Age</td> <td colspan="2"><input type="checkbox"/> National Origin</td> </tr> <tr> <td><input type="checkbox"/> Color</td> <td><input type="checkbox"/> Gender</td> <td colspan="2"><input type="checkbox"/> Disability</td> </tr> <tr> <td><input type="checkbox"/> Income Status</td> <td><input type="checkbox"/> Limited English Proficiency</td> <td colspan="2"></td> </tr> <tr> <td colspan="4">Date and place of alleged discriminatory action(s). Please include the earliest date of discrimination and the most recent date of discrimination</td> </tr> <tr> <td colspan="4">How were you discriminated against? Describe the nature of the action, decision, or conditions of the alleged discrimination. Explain as clearly as possible what happened and why you believe your protected status (basis) was a factor in the discrimination. Include how other persons were treated differently from you. (Attach additional pages, if necessary)</td> </tr> <tr> <td colspan="4">The law prohibits intimidation or retaliation against anyone because he/she has either taken action, or participated in action, to secure rights protected by these laws. If you feel that you have been retaliated against, separate from the discrimination alleged above, please explain the circumstances below. Explain what action you took which you believe was the cause for the alleged retaliation. (Attach additional pages, if necessary)</td> </tr> <tr> <td colspan="4">Names of individuals responsible for the discriminatory action(s): (Who do you believe discriminated against you? Include the name, address, and phone number of the individual(s) or organization you believe is responsible for the discriminatory action)</td> </tr> <tr> <td colspan="4">Names of persons (witnesses, fellow employees, supervisors, or others) whom we may contact for additional information to support or clarify your complaint: (Attach additional pages, if necessary)</td> </tr> <tr> <td></td> <td>Name</td> <td>Address</td> <td>Telephone</td> </tr> <tr> <td>1.</td> <td></td> <td></td> <td></td> </tr> <tr> <td>2.</td> <td></td> <td></td> <td></td> </tr> <tr> <td>3.</td> <td></td> <td></td> <td></td> </tr> <tr> <td>4.</td> <td></td> <td></td> <td></td> </tr> </table>		Last Name		First Name		Mailing Address		City	State	Telephone		Alternative Telephone	Email Address	Please indicate the basis of your complaint:				<input type="checkbox"/> Race	<input type="checkbox"/> Age	<input type="checkbox"/> National Origin		<input type="checkbox"/> Color	<input type="checkbox"/> Gender	<input type="checkbox"/> Disability		<input type="checkbox"/> Income Status	<input type="checkbox"/> Limited English Proficiency			Date and place of alleged discriminatory action(s). Please include the earliest date of discrimination and the most recent date of discrimination				How were you discriminated against? Describe the nature of the action, decision, or conditions of the alleged discrimination. Explain as clearly as possible what happened and why you believe your protected status (basis) was a factor in the discrimination. Include how other persons were treated differently from you. (Attach additional pages, if necessary)				The law prohibits intimidation or retaliation against anyone because he/she has either taken action, or participated in action, to secure rights protected by these laws. If you feel that you have been retaliated against, separate from the discrimination alleged above, please explain the circumstances below. Explain what action you took which you believe was the cause for the alleged retaliation. (Attach additional pages, if necessary)				Names of individuals responsible for the discriminatory action(s): (Who do you believe discriminated against you? Include the name, address, and phone number of the individual(s) or organization you believe is responsible for the discriminatory action)				Names of persons (witnesses, fellow employees, supervisors, or others) whom we may contact for additional information to support or clarify your complaint: (Attach additional pages, if necessary)					Name	Address	Telephone	1.				2.				3.				4.			
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Have you filed, or intend to file, a complaint, regarding the matter raised with any of the following? If yes, please provide the filing dates. Check all that apply:

<input type="checkbox"/> U. S. Department of Transportation
<input type="checkbox"/> Federal Highway Administration
<input type="checkbox"/> Federal Transit Administration
<input type="checkbox"/> Federal Aviation Administration
<input type="checkbox"/> Office of Federal; Contract Compliance Programs
<input type="checkbox"/> U.S. Equal Employment Opportunity Commission
<input type="checkbox"/> U.S. Department of Justice
<input type="checkbox"/> Other:

Have you discussed the complaint with any SMBR or COA representative? If yes, provide the name, position, and dates(s) of discussion.

Briefly explain what remedy, or action, you are seeking for the alleged discrimination.

Please provide any additional information and/or photographs, if applicable, that you believe will assist with an investigation.

We cannot accept an unsigned complaint. Please sign and date the complaint form below.

\_\_\_\_\_

Complainant's Signature Date

FOR OFFICE USE ONLY			
Date Complaint Received:		Processed By:	
Case #:			
Referred To:		Date Referred:	
<input type="checkbox"/> USDOT	<input type="checkbox"/> FHWA	<input type="checkbox"/> FTA	<input type="checkbox"/> FAA
<input type="checkbox"/> OFCCP	<input type="checkbox"/> US EEOC	<input type="checkbox"/> USDOJ	<input type="checkbox"/> Other



### FORMULARIO DE QUEJA DE TÍTULO VI DISCRIMINATION

Envíe por correo, fax o correo electrónico este formulario firmado a:  
 City of Fort Worth Diversity and Inclusion Department  
 200 Texas Street  
 Fort Worth, Texas 76102  
 (817) 392-7525 Fax: (817) 392-7529  
 Email: FWHRC@fortworthtexas.gov

Apellido		Nombre		
Dirección de envío		Ciudad	Estado	Código postal
Teléfono	Alternativo teléfono	Correo electrónico		
Indique la base de su queja:				
<input type="checkbox"/> Raza	<input type="checkbox"/> Age	<input type="checkbox"/> Origin Nacional		
<input type="checkbox"/> Color	<input type="checkbox"/> Sexo	<input type="checkbox"/> Incapacidad		
<input type="checkbox"/> Estado de Ingresos	<input type="checkbox"/> Potencialidad Limitada en Inglés	<input type="checkbox"/> Religión		
Fecha y lugar de la presunta acción (es) discriminatoria (s). Incluya la fecha más temprana de discriminación y la fecha más reciente de discriminación				
¿Cómo te discriminaron? Describa la naturaleza de la acción, decisión o condiciones de la supuesta discriminación. Explique lo más claramente posible qué sucedió y por qué cree que su estado protegido (base) fue un factor en la discriminación. Incluya cómo otras personas fueron tratadas de manera diferente a usted. (Adjunte páginas adicionales, si es necesario)				
La ley prohíbe la intimidación o represalia contra cualquier persona porque ha actuado o participado en acciones para garantizar los derechos protegidos por estas leyes. Si siente que ha recibido represalias, aparte de la discriminación alegada anteriormente, explique las circunstancias a continuación. Explique qué acción tomó y cuál cree que fue la causa de la presunta represalia. (Adjunte páginas adicionales, si es necesario)				
Nombres de la (s) persona (s) responsable (s) de la (s) acción (es) discriminatoria (s): ¿Quién cree que lo discriminó? Incluya el nombre, dirección y número de teléfono de la (s) persona (s) u organización que usted cree que es responsable de la acción discriminatoria				
	Nombre	Dirección		Teléfono
1.				
2.				
3.				
4.				





¿Ha presentado o tiene la intención de presentar una queja sobre el asunto presente en cualquiera de las siguientes agencias? Si afirma que si, proporcione las fechas de la(s) presentación(es) de queja(s). Marque todo lo que corresponda:

U. S. Department of Transportation

Federal Highway Administration

Federal Transit Administration

Federal Aviation Administration

Office of Federal; Contract Compliance Programs

U.S. Equal Employment Opportunity Commission

U.S. Department of Justice

Otro:

¿Ha discutido la queja con algún representante de SMBR o COA? En caso afirmativo, proporcione el nombre, el cargo y la (s) fecha (s) de discusión.

Explique brevemente qué remedio o acción está buscando para la supuesta discriminación.

Proporcione información adicional y / o fotografías, si corresponde, que considere que ayudarán con una investigación.

No podemos aceptar una queja sin firma. Firme y feche el formulario de queja a continuación.

Firma		Fecha	
SÓLO PARA USO DE OFICINA			
Date Complaint Received:		Processed By:	
Case #:			
Referred To:		Date Referred:	
<input type="checkbox"/> USDOT	<input type="checkbox"/> FHWA	<input type="checkbox"/> FTA	<input type="checkbox"/> FAA
<input type="checkbox"/> OFCCP	<input type="checkbox"/> US EEOC	<input type="checkbox"/> USDOJ	<input type="checkbox"/> Other

## Attachment I Complaint Log

TITLE VI - ACTIVE INVESTIGATIONS							
Thursday, August 20, 2020							
More than 14 days to investigative deadline			14 days or less to investigative deadline			Overdue investigative deadline	
Case Identifier	Investigator	Filing Date	Days to Investigat	Investigation Deadline	Days Until Due	Complainant(s) Name	Respondent(S)
Title VI-2020-001	Al Henderson	3/15/2020	100	6/23/2020	-58	John Smith	City of Fort Worth Neighborhood Services
<b>Basis(es)</b> Age, National Origin							
<b>Most Recent Date of Discrimination</b> 2/15/2018							
<b>Complaint Details:</b> Mr. Smith complains that he was unable to participate in a program offered by his local community center because of his age and national origin							
Title VI-2020-003	Angela Rush	4/23/2020	100	8/1/2020	-19	Test test	City of Fort Worth Park and Recreation
<b>Basis(es)</b> Sex							
<b>Most Recent Date of Discrimination</b> 2/23/2018							
<b>Complaint Details:</b> djkjfsadkfjsdkf sckifj sdfj sadfjsadfjsadj jskdjfkskdjfsd							
Title VI-2020-004	Al Henderson	5/23/2020	100	8/31/2020	11	Timothy Hayden	City of Fort Worth - Neighborhood Services
<b>Basis(es)</b> Limited English Poficiency							
<b>Most Recent Date of Discrimination</b> 5/1/2018							
<b>Complaint Details:</b> Presbyterian night shelter discriminated against me base on my national origin and limited english proficiency							
Title VI-2020-005	Angela Rush	6/25/2020	100	10/3/2020	44	Jake Smith	CFW - Police
<b>Basis(es)</b> Disability, National Origin							
<b>Most Recent Date of Discrimination</b> 6/1/2018							
<b>Complaint Details:</b> Disabled son not allowed to participate in explorer program.							
Title VI-2020-008	Angela Rush	8/3/2020	100	11/11/2020	83	Darla Testcase	City of Fort Worth Transportation & Public Works Trinity Metro Fort Worth Housing Solutions
<b>Basis(es)</b> Disability, Race							
<b>Most Recent Date of Discrimination</b> 8/1/2018							
<b>Complaint Details:</b> Inaccessible bus bench at Rosedale and Allen							

**Total # of Active Investigations: 5** Page 1 of 1

FILE HOME CREATE EXTERNAL DATA DATABASE TOOLS Field List

Complaint

## COMPLAINT DETAILS

Save and New Close

Date Complaint Filed:  Complaint Type:  Case Number:

Days to Investigate:  Investigative Deadline:

Status:  Investigator:

Complainant's Name:

Complainant's Street Address:

Complainant's City:  Complainant's State:  Complainant's Zip:


Complainant's Phone Number:  Complainant's Email:

Respondent 1:

Respondent 2:

Respondent 3:

Contact for Respondent:  Date Closed:

Contact's Email Address:  Attachments:  (0)

Contact's Phone Number:

**Complaint Info**

Most Recent Date of Discrimination:

Basis(es) Discrimination Alleged (select all that apply):

- Race
- Age
- National Origin
- Color
- Sex
- Disability
- Income Status
- Limited English Poficiency
- Creed

Complaint Details:

Investigative Details:

Complaint Resolution:

History:

Navigation Pane

**Attachment J**  
**Audits and Reviews of City of Fort Worth**

**J-1 -TXDOT Desk Audit of City of Fort Worth Title VI program Dated July 11, 2017**



125 EAST 11TH STREET, AUSTIN, TEXAS 78701-2483 | 512.416.4700 | WWW.TXDOT.GOV

July 11, 2017

The Honorable Betsy Price  
Mayor  
City of Fort Worth  
200 Texas St.  
Fort Worth, TX 76102

Re: Title VI Desk Audit Complete Follow-Up Needed

Dear Mayor Price:

We have completed the desk audit portion of the Title VI Review of the City of Fort Worth. Please find the report which summarizes our findings and corrective actions enclosed. Documentation that these corrective actions have been implemented must be submitted to our office for approval within sixty (60) calendar days from the date of this letter.

Please contact Diana Miranda at (512) 416-4700 or CIV\_FederalPrograms@txdot.gov if you have any questions.

Sincerely,

Michael D. Bryant  
Director  
Civil Rights Division

Enclosure

OUR VALUES: People • Accountability • Trust • Honesty

OUR MISSION: Through collaboration and leadership, we deliver a safe, reliable, and integrated transportation system that enables the movement of people and goods.

An Equal Opportunity Employer



## Title VI Review of the City of Fort Worth

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Civil Rights Division

July 11, 2017



## OVERVIEW

A Title VI review of the City of Fort Worth (hereinafter referred to as “the City”) was conducted by the Texas Department of Transportation’s (TxDOT) Civil Rights Division (CIV). This report contains the Title VI program findings for this assessment. It also includes corrective actions to assist the City in identifying potential strategies for program improvement. Corrective actions outlined in this report must be submitted to TxDOT’s CIV within sixty (60) calendar days from the date of this report.

TxDOT’s *Title VI/Nondiscrimination Technical Assistance Guide for Subrecipients*, consisting of 14 requirements and examples of suggested actions to comply with the requirements, was utilized to identify these observations and corrective actions of the Title VI program.

## SELECTED NONDISCRIMINATION LAWS AND EXECUTIVE ORDERS

TxDOT’s Title VI practices and reviews are governed by a wide range of requirements, including federal laws, regulations, and executive orders. Title VI requirements include, but are not limited to:

- Title VI of the Civil Rights Act of 1964
- The 1970 Uniform Act
- Section 162(a) of the Federal-Aid Highway Act of 1973
- Section 504 of the Rehabilitation Act of 1973
- The Age Discrimination Act of 1975
- The Civil Rights Restoration Act of 1987, P.L. 100-209
- 23 Code of Federal Regulations Part 200
- 49 Code of Federal Regulations Part 21
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency

**TITLE VI REQUIREMENT #1**

*Title VI/Nondiscrimination Policy Statement*

Subrecipients of federal financial assistance must develop a Title VI/Nondiscrimination Policy Statement assuring nondiscrimination in its programs and activities to the effect that no person shall on the grounds of race, color, national origin, sex, age, or disability 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 the subrecipient and/or its contractors. The policy statement must be signed by the head of the agency and be circulated internally and to the general public.

*Findings*

The City provided its Title VI Plan, which includes a signed copy of its Title VI policy statement. Additionally, the City's Title VI Plan is included on its website.

**TITLE VI REQUIREMENT #2**

*Title VI/Nondiscrimination Assurances*

Subrecipients of federal financial assistance, through the U.S. Department of Transportation (DOT), must have a signed U.S. DOT Standard Title VI Assurance to establish full and affirmative compliance with Title VI of the Civil Rights Act of 1964 and other nondiscrimination authorities.

*Findings*

The City stated that its signed Assurances are included in its Title VI plan. However, only the policy statement is included. The City's website does include a copy of the previous version of the U.S. DOT Standard Title VI Assurances, which are not signed.

*Corrective Action*

The City must submit a copy of the updated U.S. DOT Standard Title VI Assurances signed by the head of the agency. A copy was forwarded to the City and is included as Attachment 1. Moving forward, the City must ensure the head of the agency re-sign the Title VI assurances every three years or within 30 days of the accession of a new head of the agency.

**TITLE VI REQUIREMENT #3**

*Title VI/Nondiscrimination Coordinator*

Subrecipients of federal financial assistance should designate a Title VI Coordinator who has a responsible position in the organization and has easy access to the head of the agency. The Title VI Coordinator should be responsible for monitoring Title VI activities.

*Findings*

The City's Transportation and Public Works Department is responsible for initiating and monitoring Title VI compliance activities. The Sr. Administrative Services Manager, who reports to the Director of Transportation and Public Works, has been designated as the Title VI Coordinator and is responsible for ongoing administration of the Title VI program. The City's Title VI Plan outlines the Title VI Coordinator's duties.

**TITLE VI REQUIREMENT #4**

*Title VI/Nondiscrimination Plan*

Subrecipients of federal financial assistance should develop a Title VI/Nondiscrimination Plan that communicates how the agency implements the Title VI/Nondiscrimination requirements (including Environmental Justice and Limited English Proficiency).

*Findings*

The City provided a copy of its 2017 Title VI Plan. The plan includes its policies and procedures for implementing the Title VI requirements. Procedures also address annually reviewing and updating the plan for compliance. However, it looks like this was not accomplished since the City's website includes a copy of the plan created in 2011 during the previous Title VI review conducted and procedures have not changed.

*Corrective Action*

The City should be annually reviewing its Title VI plan to ensure information is up-to-date. Additionally, corrective actions have been cited in this report to update certain sections of the City's Title VI Plan.

**TITLE VI REQUIREMENT #5**

*Processing External Discrimination Complaints*

Subrecipients of federal financial assistance must develop procedures for prompt processing and disposition of external discrimination complaints.

*Findings*

The City's Title VI Plan includes a section on Discrimination Complaint Processing Procedures. This section provides information on the Human Relations Unit (HRU), which enforces City ordinances and federal laws that prohibit discrimination in the areas of housing, employment, and public accommodations. However, HRU follows the requirements of the U.S. Department of Housing and Urban Development (HUD) and U.S. Equal Employment Opportunity Commission (EEOC).



While the City's Title VI plan does not include its procedures for processing external discrimination complaints, the City did provide a separate document outlining its procedures on processing transportation-related Title VI Complaints, which are processed by the City's Transportation and Public Works Department (TPW). However, procedures seem to relate to processing Federal Transit Administration (FTA) complaints received. The procedures included on the City's website also relate to FTA complaints.

*Corrective Action*

The City's Title VI Plan should include agency-wide procedures for processing external discrimination complaints. The City is responsible for investigating complaints received unless related to transportation projects. Transportation-related discrimination complaints filed under Title VI with the City in which the City or its subrecipients are named as the respondent should be forwarded to TxDOT for investigation within 10 calendar days. Additionally, the City should develop a corresponding complaint form and ensure it is made available to the public.

Furthermore, in developing language assistance guidance, it is important to identify and translate documents to ensure Limited English Proficient (LEP) individuals have meaningful access to important written information. It is particularly important to ensure that vital documents are translated into the non-English language of each regularly encountered LEP group eligible to be served or likely to be affected by the program or activity. A document is considered vital if it contains information that is critical for obtaining services and/or benefits, or is required by law. Vital documents include, but are not limited to: applications; consent and complaint forms; notices of rights and disciplinary action; notices advising LEP persons of the availability of free language assistance; letters or notices containing important information regarding participation in a program or activity or requires a response from the beneficiary or client. For instance, if a complaint form is necessary in order to file a claim with an agency, that complaint form would be vital.

**TITLE VI REQUIREMENT #6**

*List of External Discrimination Complaints and Lawsuits*

Subrecipients of federal financial assistance must maintain a log of any external discrimination complaints or lawsuits filed. Information maintained should include: the identification of each complainant by race, color, sex, or national origin; the recipient; the nature of the complaint; the dates the complaint was filed and the investigation completed; the disposition; the date of the disposition; and other pertinent information such as age or disability.

*Findings*

The City stated that no external discrimination complaints and lawsuits have been filed against the agency in the past three years. Additionally, the Title VI complaint procedures indicate that a log is maintained. However, it was not provided.

*Corrective Action*

The City should submit its complaint log used to track Title VI complaints received. The City should ensure the complaint log includes the information described above to identify each complainant. Development of a complaint form will ensure that the City captures this information.

**TITLE VI REQUIREMENT #7**

*Accommodations for Limited English Proficient Persons*

Executive Order 13166 requires that recipients of federal financial assistance take responsible steps to ensure meaningful access to the benefits, services, information, and other important portions of its programs and activities for individuals who are Limited English Proficient (LEP).

*Findings*

The City's Title VI plan includes a section on Access for Limited English Proficient Persons. The plan details its efforts to communicate with LEP individuals. In developing this, the City looked at the Hispanic population. However, the City should identify the language needs of the populations it serves. The City also provided copies of meeting invites in English and Spanish for a Capital Improvement Project sent out utilizing evite, the press, and by mail. While the City has provided documentation of its efforts to assist LEP individuals, the City's should identify procedures to ensure that, when the need arises, staff has guidance when determining what language services to provide and how to provide them.

*Corrective Action*

The City should conduct a Four-Factor Analysis to determine when language assistance might be required to ensure such meaningful access and to identify cost effective measures to address those language needs. The four factors include: (1) the number or proportion of LEP persons eligible to be served or likely to be encountered; (2) the frequency with which LEP individuals come into contact with the program; (3) the nature and importance of the program, activity, or service provided by the program; and (4) the resources available and costs to the recipient. The City should use the results of the analysis to determine which language assistance services are appropriate and develop a plan to address the identified needs of the LEP population(s) it serves.



**TITLE VI REQUIREMENT #8**

*Environmental Justice*

Subrecipients of federal financial assistance must make achieving environmental justice (EJ) part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority and low-income populations.

*Findings*

The City's Title VI plan addresses the requirements of EJ. However, it does not address how EJ is considered in the public participation process and the City did not provide any documentation to support its efforts to address EJ.

*Corrective Action*

The City should submit documentation which supports its efforts to meet the requirements of Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations.

**TITLE VI REQUIREMENT #9**

*Public Participation*

Subrecipients of federal financial assistance must provide an opportunity for public involvement and full access to the transportation decision making process in each stage of the planning and development of a transportation project. It is essential that all segments of the population be afforded the opportunity to understand and articulate concerns with any project that affects them and their way of life.

*Findings*

The City's Title VI plan includes its Public Participation Plan. The plan describes its public participation efforts, to include encouraging its citizens to obtain the latest information by 1) signing up for e-mail and social media updates, 2) how council, board, and committee meetings are held and posted on website, and 3) how public comments are addressed. The City provided copies of meeting invites. The City's website also has a calendar of events where meeting notices are included. The plan also states that the City makes the necessary arrangements to accommodate LEP persons. However, the plan does not address how the LEP or EJ population is addressed in the public participation process.

*Corrective Action*

The City should ensure its procedures for public participation includes measures for seeking input from and considering the needs of those traditionally underserved by existing transportation, such as low income, minority, and non-English speaking households.

**TITLE VI REQUIREMENT #10**

*Data Collection and Analysis*

Subrecipients of federal financial assistance must develop procedures for the collection of statistical data (race, color, national origin, sex, disability, and age) of participants in and beneficiaries of its programs (e.g., relocatees, impacted citizens, and affected communities).

*Findings*

The City's Title VI Plan includes its data collection procedures, which state that statistical data from the U.S. Census Bureau and the North Central Texas Council of Governments is used to determine the impacts and benefits of potential projects on minority and low-income neighborhoods. The City also conducts an annual survey to assist in identifying and prioritizing the needs of these populations. However, documentation was not provided.

*Corrective Action*

The City should collect and analyze data to numerically assess the reach and impact of its Federal program funds. Several examples for analyzing statistical data for compliance with Title VI requirements have been included as Attachment 2.

**TITLE VI REQUIREMENT #11**

*Solicitation for Bid/Request for Proposal*

Subrecipients of federal financial assistance must include the Title VI/Nondiscrimination paragraph from the U.S. DOT Standard Title VI Assurances in all solicitations for bid or Requests for Proposals.

*Findings*

The City provided a sample request for qualification. However, this did not include the required language.

*Corrective Action*

The City should develop and implement a plan and timeframe to include the required language from the U.S. DOT Standard Title VI Assurances in all future solicitations for bid or Requests for Proposals. Procedures to implement this requirement may also be included in the City's Title VI Plan document.

*"The (Title of Recipient), 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."*

**TITLE VI REQUIREMENT #12**

*Title VI Contract Provisions*

Subrecipients of federal financial assistance must ensure that the clauses of Appendix A and Appendix E of the U.S. DOT Standard Title VI Assurances are inserted in every contract subject to the Act and the Regulations and that Form FHWA-1273 is physically attached to all federal-aid construction contracts of \$10,000 or more.

*Findings*

The City's Title VI plan has a section on contract provisions. However, language addresses the City's policies on equal employment and minority and women-owned businesses.

*Corrective Action*

The City should develop and implement a plan and timeframe to include the clauses from Appendix A and E of the U.S. DOT Standard Title VI Assurances in all future subcontract agreements. Additionally, if applicable, ensure that Form FHWA 1273 be physically attached to all federal-aid construction contracts of \$10,000 or more. Procedures to implement this requirement may also be included in the City's Title VI Plan document.

**TITLE VI REQUIREMENT #13**

*Nondiscrimination in the Award of Contracts*

Subrecipients of federal financial assistance must ensure nondiscrimination in the award of contracts in connection with projects receiving federal financial assistance.

*Findings*

The City currently has a Memorandum of Understanding with TxDOT in implementing a DBE program.

**TITLE VI REQUIREMENT #14**

*Annual Reporting*

Subrecipients of federal financial assistance must develop a Title VI/Nondiscrimination Annual Work Plan & Accomplishment Report that documents how the agency is effectively implementing its Title VI/Nondiscrimination Program.

*Findings*

The City's Title VI Plan includes procedures for addressing the Title VI Annual Report. However, the City did not provide documentation of this.



*Corrective Action*

The City should be preparing and submitting a Title VI Annual Report demonstrating how the agency is effectively implementing its Title VI/Nondiscrimination program. The Annual Report should include the agency's accomplishments for the past year and goals for the next year. This annual report should be submitted to management staff on an annual basis and available to TxDOT upon request.

The City may use TxDOT's *Title VI/Nondiscrimination Annual Work Plan & Accomplishment Report* as a template. The development guide is included in the *Title VI/Nondiscrimination Technical Assistance Guide for Subrecipients* on TxDOT's website. The components that are outlined are not meant to be required in every case, or to be inclusive of all agency considerations. What content an agency includes in its plan should be the result of careful examination and research of its legal requirements that are applicable to its specific, individual, Federal aid programs under the law.

**CONCLUSION**

The report includes corrective actions that we believe will enhance the City's efforts to prevent discrimination in its programs. The City should continue to have a Title VI program to prevent and eliminate discrimination in the programs it administers.

**ATTACHMENT 1**

**THE UNITED STATES DEPARTMENT OF TRANSPORTATION (USDOT)**

**STANDARD TITLE VI/NONDISCRIMINATION ASSURANCES**

**DOT ORDER NO. 1050.2A**

The (**Title of Recipient**) (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 the 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 *Nondiscrimination 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 Nondiscrimination 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 nondiscrimination 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 **Department of Transportation** programs:

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 **Department of Transportation programs** and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

*"The (**Title of Recipient**), 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. 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, subrecipients, subgrantees, 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, the **(Title of Recipient)** also agrees to comply (and require any subrecipients, subgrantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the **USDOT** 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 **USDOT**. You must keep records, reports, and submit the material for review upon request to **USDOT**, 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.

The **(Title of Recipient)** 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 **all Department of Transportation programs**. This ASSURANCE is binding on **Texas**, other recipients, subrecipients, subgrantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in **all Department of Transportation programs**. The person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

\_\_\_\_\_  
**(Name/Signature of Authorized Official, Title)**  
**(Title of Recipient)**

\_\_\_\_\_  
**Date**

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 Nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, **the 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. **Nondiscrimination:** 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 C.F.R. 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 Nondiscrimination 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 Nondiscrimination 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 (Title of Recipient) will accept title to the lands and maintain the project constructed thereon in accordance with **all applicable federal statutes**, the Regulations for the Administration of **all Department of Transportation programs**, and the policies and procedures prescribed by the **Federal Highway 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, Nondiscrimination 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 (Title of Recipient) 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 the (Title of Recipient) 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 (Title of Recipient), its successors and assigns.

The (Title of Recipient), 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 (Title of Recipient) 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, Nondiscrimination 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 nondiscrimination 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 **(Title of Recipient)** pursuant to the provisions of Assurance 7(a):

- A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that:
  - 1. In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.
- B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Nondiscrimination covenants, the **(Title of Recipient)** 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 Nondiscrimination covenants, the **(Title of Recipient)** 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 **(Title of Recipient)** and its assigns.\*

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



APPENDIX 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 the **(Title of Recipient)** pursuant to the provisions of Assurance 7(b):

- A. The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, "as a covenant running with the land") that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.
- B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Nondiscrimination covenants, the **(Title of Recipient)** 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 Nondiscrimination covenants, the **(Title of Recipient)** will there upon revert to and vest in and become the absolute property of the **(Title of Recipient)** and its assigns.\*

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

APPENDIX E

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

**Pertinent Nondiscrimination 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 C.F.R. 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 C.F.R. 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 U.S.C. § 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, subrecipients 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 Nondiscrimination 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 nondiscrimination 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.*).

**ATTACHMENT 2**

**Examples for Analyzing Statistical Data**

- The population eligible to be served by race, color, national origin, or sex
- Persons to include in the decision making process
- Percent of benefits allocated to persons below the poverty line vs. persons above the poverty line
- Distribution of benefits (dollars, facilities, systems, projects) to groups and communities
- Impact of investments on income, race, sex, disability and age groups
- Projected population increases versus planned facilities and types of facilities
- Language needs assessment
- Transportation needs of all persons within boundaries of plans or projects
- Impacts and persons impacted
- Strategies to address impacts
- Priorities for investments
- The manner in which services are or will be provided and the related data necessary for determining whether any persons are or will be denied such services on the basis of prohibited discrimination
- The location of existing or proposed facilities connected with the program and related information for determining whether the location has or will have the effect of unnecessarily denying access to any persons on the basis of prohibited discrimination
- The present or proposed membership, by race, color, national origin, sex, disability and age, in any planning or advisory body which is an integral part of the program
- Strategies to disseminate information

**Attachment K**  
**Current Discrimination Complaints and Lawsuits**

*No Currently Pending Discrimination Complaints*