

KINGSPORT METROPOLITAN TRANSPORTATION PLANNING ORGANIZATION



TITLE VI PLAN

Updated 02/27/26

Contents

Self-Certification	3
Abbreviations	4
Title VI Plan	5
1. Metropolitan Planning	5
2. Title VI Abstract.....	7
3. Title VI Program	7
3.1 Communications and Public Participation	7
3.2 Planning and Programming.....	8
3.3 Advertisements and Consultant Contracts	9
3.4 Education and Training	10
3.5 Other Requirements	10
a) Certifications and Assurances.....	10
b) Complaint Process	10
c) Record Title VI Activities.....	10
d) Access for Individuals Needing Language Assistance	11
e) Timely Submission	11
f) Reporting and Subrecipients	11
g) Compliance and Enforcement	11
h) Title VI Investigations, Complaints, and Lawsuits	11
i) Title VI Coordinator	11
Appendix A – Title VI Policy Statement.....	12
Appendix B – Title VI Complaint Investigation Procedure and Form.....	13
Appendix C – List of Active Lawsuits.....	19
Appendix D – Language Assistance Plan.....	21
Appendix E – Title VI Nondiscrimination Assurances	28

Self-Certification

METROPOLITAN TRANSPORTATION PLANNING PROCESS CERTIFICATION

In accordance with 23 CFR 450.336, the Kingsport Metropolitan Transportation Planning Organization, the Tennessee Department of Transportation, and the Virginia Department of Transportation hereby certify that the metropolitan transportation planning process is addressing major issues facing the Kingsport, TN-VA urbanized area, and is being carried out in accordance with the following requirements:

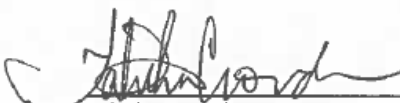
- I. 23 U.S.C. 134 and 135, 49 U.S.C. 5303 and 5304 (Highways and Transit).
- II. Title VI of the Civil Rights Act of 1964, as amended (42 U.S.C. 2000 d-1) and 49 CFR part 21.
- III. 49 U.S.C. 5332, prohibiting discrimination on the basis of race, color, creed, national origin, sex, or age in employment or business opportunity.
- IV. 49 CFR part 26 regarding the involvement of disadvantaged business enterprises in USDOT-funded projects.
- V. 23 CFR part 230, regarding the implementation of an equal employment opportunity program on Federal and Federal-aid highway construction contracts.
- VI. Provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq) and 49 CFR parts 27, 37, and 38.
- VII. In nonattainment and maintenance areas, sections 174 and 176 (c) and (d) of the Clean Air Act, as amended, 42 U.S.C. 7504, 7506 (c) and (d), and 40 CFR part 93.
- VIII. The Older Americans Act, as amended (42 U.S.C. 6101), prohibiting discrimination on the basis of age in programs or activities receiving Federal financial assistance.
- IX. Section 324 of Title 23 U.S.C. regarding the prohibition of discrimination based on gender.
- X. Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794) and 49 CFR part 27 regarding discrimination against individuals with disabilities.



Morris Baker, Chairman
Kingsport MTPO Executive Board
Date 11/13/25



Lesley Christian
Kingsport MTPO Coordinator
Date 11/13/25



Tabitha Crowder
VDOT, Bristol District Engineer
Date 11/14/25



Matt Meservy
TDOT, Planning Division Director
Date 11-13-25

Abbreviations

3C	Continuous, Cooperative, Comprehensive Transportation Planning Process
CFR	Code of Federal Regulations
DOT	Department of Transportation
DRPT	Department of Rail and Public Transportation
FHWA	Federal Highway Administration
FTA	Federal Transit Administration
L RTP	Long Range Transportation Plan
MPA	Metropolitan Planning Area
MPO	Metropolitan Planning Organization
MTPO	Metropolitan Transportation Planning Organization
PPP	Public Participation Plan
RFQ	Request for Qualifications
RFP	Request for Proposal
TCC	Technical Coordinating Committee
TDOT	Tennessee Department of Transportation
TIP	Transportation Improvement Program
USC	United States Code
VDOT	Virginia Department of Transportation

Title VI Plan

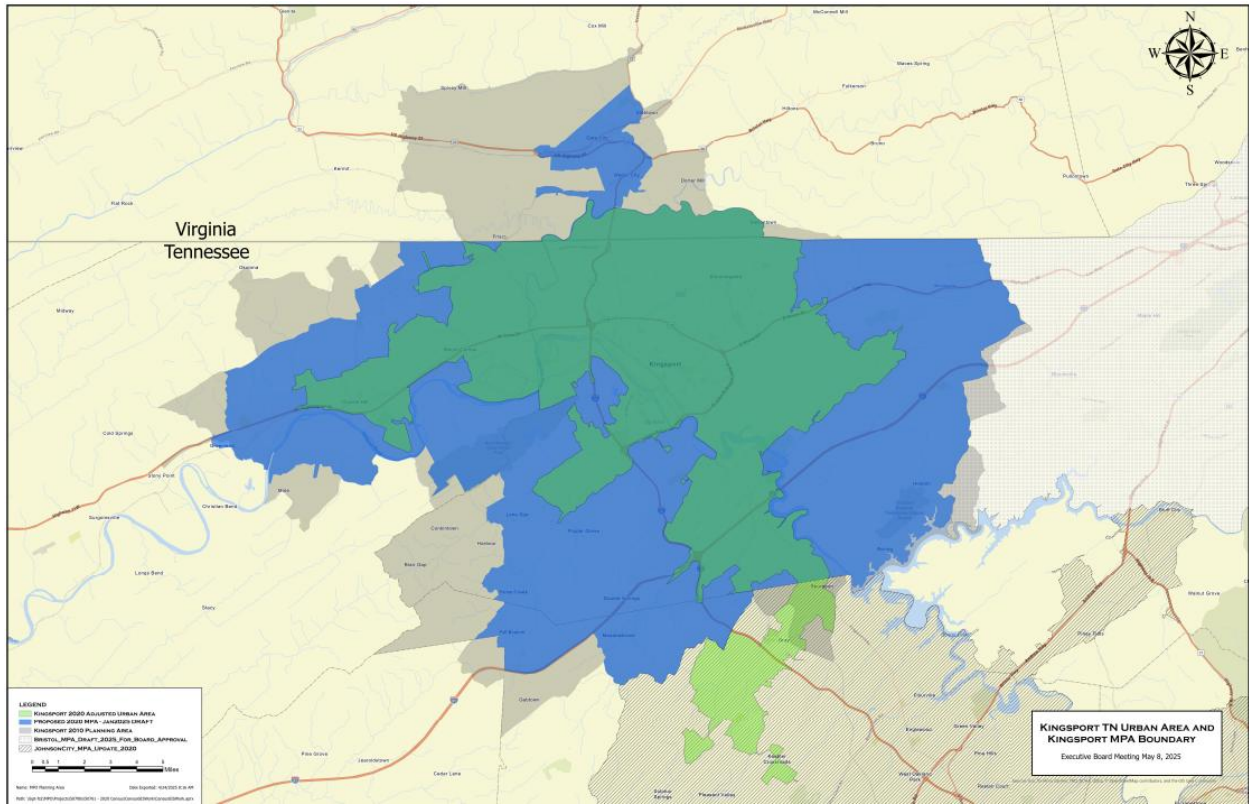
1. Metropolitan Planning

Under current federal law, any urban area with a population over 50,000 must be in a Metropolitan Planning Area (MPA) for a Metropolitan Planning Organization (MPO). Urban Areas are determined by the United States Census Bureau. The MPA is the geographic area determined by agreement between the MPO for the area and the Governor, in which the metropolitan transportation planning process is carried out. At a minimum, the MPA must encompass the Census Urban Area and the contiguous geographic area likely to become urban within the next twenty (20) years. MPOs are important because they help direct where and how available state and federal dollars for transportation improvements will be spent. Federal law requires the MPO to conduct transportation planning activities within the Urban Area in a continuous, cooperative, and comprehensive (3C) process as defined in federal legislation and regulations.

The Kingsport metropolitan area became eligible for MPO status with the 1970 census. The Kingsport Metropolitan Transportation Planning Organization (MTPO) was established in 1977 through the efforts of the Tennessee Department of Transportation (TDOT), the Virginia Department of Transportation (VDOT), the Federal Highway Administration (FHWA), and the Federal Transit Administration (FTA). The Kingsport MTPO is a bi-state MPO meaning the Kingsport Urban Area lies in two states (Tennessee and Virginia). In Tennessee, the Kingsport MTPO MPA consists of the City of Church Hill, the Town of Mount Carmel, the City of Kingsport, and portions of Hawkins County, Sullivan County, and Washington County. In Virginia, the Kingsport MTPO MPA consists of the Town of Weber City, the Town of Gate City, and a portion of Scott County. **Figure 1** shows the Kingsport MTPO Urban Area and the MPA boundary.

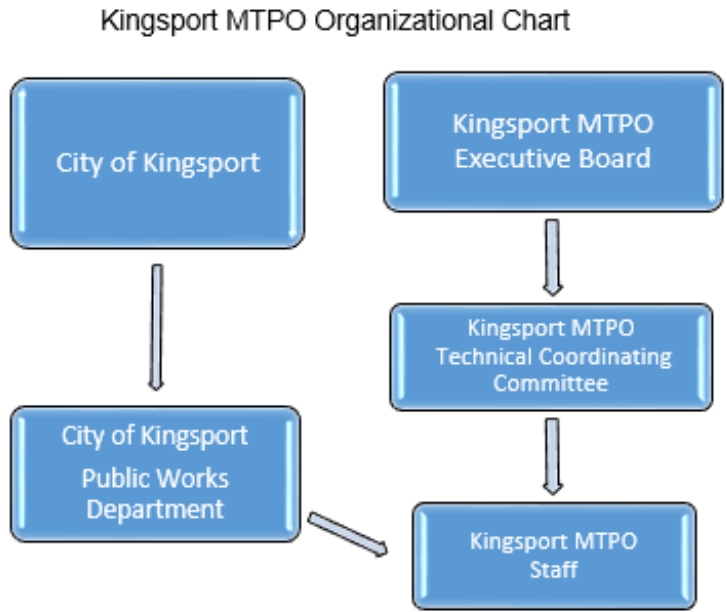
The Kingsport MTPO is comprised of an Executive Board, a Technical Coordinating Committee (TCC), and administrative staff. The Executive Board is the overall governing body for the Kingsport MTPO. The Executive Board has the authority to adopt regional transportation plans and programs. The TCC will make recommendations to the MTPO Executive Board at key points during the planning process. The MTPO administrative staff is responsible for all planning and administrative functions of the MTPO and is housed as a division of the Public Works Department of the City of Kingsport. **Figure 2** shows the Organizational Structure of the Kingsport MTPO. The MTPO staff serves as a liaison between the MTPO Executive Board, the Tennessee Department of Transportation, the Virginia Department of Transportation, the Virginia Department of Rail and Public Transportation (DRPT), the Federal Highway Administration, the Federal Transit Administration, local governments, and other groups and individuals interested in transportation issues within the MTPO area. The MTPO staff takes direction from, and is accountable to the MTPO Executive Board.

Figure 1 – Kingsport MTPO Planning Area



(The green area is the adjusted Urban Area. The blue area is the updated Metropolitan Planning Area. Approval has been received from the Governor of TN. We are still awaiting approval by the Governor of VA. This map will be updated when the MPA approval is final.)

Figure 2 – Kingsport MTPO Organizational Chart



2. Title VI Abstract

Title VI, 42 USC 2000d et seq. was enacted as part of the landmark Civil Rights Act of 1964. It prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal financial assistance.

More specifically, Title VI of the Civil Rights Act of 1964 states: “No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.” (42 U.S. Code 2000d)

Title VI applies to all organizations that receive federal funds. The Kingsport Metropolitan Transportation Planning Organization (MTPO) receives federal funds from the U.S. Department of Transportation (DOT), distributed through TDOT and VDOT. Therefore, the Kingsport MTPO is required to develop policies, programs, and practices that ensure transportation planning activities are performed in a manner that is nondiscriminatory as required under Title VI.

The MTPO’s Title VI and Language Assistance policies and procedures are documented in this plan and its appendices. This plan will be updated periodically to incorporate changes and additional responsibilities that arise.

3. Title VI Program

To ensure Title VI compliance, Kingsport MTPO staff and the decision makers of its organizations and programs will not discriminate on the basis of race, color, or national origin.

Kingsport MTPO staff evaluate and monitor compliance with nondiscrimination authorities in its:

- Communications and Public Participation
- Planning and Programming
- Advertisements and Consultant Contracts
- Education and Training

To comply with Title VI, Kingsport MTPO:

- Maintains current Title VI Assurances (Appendix E)
- Promptly corrects any identified deficiency
- Conducts regular reviews of program areas and contractors
- Documents and prepares reports of Title VI efforts

3.1 Communications and Public Participation

In compliance with 49 CFR 21.9(d), the MTPO shall provide information to the public regarding its Title VI obligations and apprise members of the public of the protections against discrimination afforded to them by Title VI by the following notice:

The Kingsport MTPO operates its programs without regard to race, color, or national origin. For inquiries about the MTPO’s nondiscrimination policies, or to file a discrimination complaint, contact the Title VI Coordinator in the City of Kingsport Human Resources Office at 423-229-9401 or HROffice@KingsportTN.gov .

The MTPO shall seek out and consider viewpoints of minority and low-income populations in the course of conducting public outreach and involvement activities in regards to proposed transportation decisions, including individuals who may need language assistance. The MTPO shall make every effort to include the following practices, consistent with the MTPO's adopted Public Participation Plan (PPP):

1. Coordination with individuals, institutions, or organizations and implementing community based public involvement strategies to reach out to members in the affected minority and/or low-income communities;
2. Provision of opportunities for public participation through means other than written communication, such as personal interviews or use of audio or video recording devices to capture oral comments;
3. Utilization of locations, facilities, and meeting times that are convenient and accessible to low-income and minority communities;
4. Utilization of different meeting sizes or formats, or varying the type and number of news media used to announce public participation opportunities; and
5. Implementation of the state Department of Transportation's policy guidance regarding the responsibilities to persons who may need language assistance.
6. The MTPO maintains a website where all current information is posted. Social media accounts operated by the City of Kingsport are also utilized. Email comments may be submitted through MTPO@KingsportTN.gov at any time.

3.2 Planning and Programming

The MTPO is responsible for developing long and short-range transportation plans and programs to provide efficient transportation services for the Kingsport Metropolitan Planning Area. A comprehensive process is used which entails the monitoring and collection of various data pertaining to transportation issues. To ensure compliance in planning and programming, MTPO staff will:

- Ensure that all aspects of the planning and programming process comply with nondiscrimination authorities.
- Prepare and update a demographic profile of the region using the most current and appropriate statistical information available on race, income, and other pertinent data.
- Use US Census Bureau Decennial data, US Census Bureau American Community Survey data, and local knowledge of the area to identify the locations and needs of socioeconomic groups, including low-income and minority populations or individuals who may need language assistance. Other potential sources of data include school districts, forms or surveys, land use plans, geographic information systems, and transportation models.
- Review directives to determine if there are Title VI implications and interpret how directives impact Title VI program areas. Types of data analysis to address compliance with Title VI may include:
 - Distribution of benefits (dollars, facilities, systems, projects) by groups and communities;
 - Allocation of funds by mode (highway, transit, etc.);
 - Impact of investments on race, color, or national origin;
 - Projected population increases versus planned facilities and types of facilities;
 - Impacts of the location of existing or proposed facilities connected with a project;
 - Alternatives to modes, locations, and types of facilities;

- Language needs assessment (see Appendix D – Language Assistance Plan for a breakdown of Race and Language Spoken at Home demographics);
- Transportation needs of all persons within boundaries of plans or projects;
- Persons included in the decision-making process;
- Strategies to address impacts;
- Priorities for investments;
- Strategies to disseminate information.
- When determining compliance with Title VI, the Kingsport MTPO may consider the following:
 - 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 their race, color, or national origin as defined by Title VI authorities;
 - The population eligible to be served by race, color, and national origin;
 - The location of existing or proposed facilities connected with the program and related information adequate for determining whether the location has or will have the effect of unnecessarily denying access to any persons on the bases of prohibited discrimination;
 - Where determination of location is involved, the requirements and steps used or proposed to guard against unnecessary impact on persons on the basis of race, color, and national origin.
- Continue to ensure that staff makes concerted efforts to involve members of all social, economic, and ethnic groups in the planning process.

3.3 Advertisements and Consultant Contracts

The following language will be included in all Kingsport MTPO Requests for Proposals (RFP) and Requests for Qualifications (RFQ): *“The Kingsport MTPO in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 42 US.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.”*

The provisions of U.S. DOT 1050.2A Appendix A and Appendix E will be included in contracts and agreements initiated by the Kingsport MTPO. DOT Order 1050.2A Standard Title VI Assurances and Non-Discrimination Provisions (which includes the appendices referenced above) is attached as Appendix E.

The Kingsport MTPO is responsible for selection, negotiation, and administration of its contractor/consultant contracts. The Kingsport MTPO operates under its internal contract procedures and all applicable federal and state laws. Kingsport MTPO staff will:

- Ensure inclusion of nondiscrimination language in contracts and Requests for Proposals (RFP) and Requests for Qualifications (RFQ).
- Contractors/consultants must implement policies and procedures prohibiting discrimination.
- Kingsport MTPO staff and the Title VI Coordinator will periodically monitor Title VI plans and program implementation.
- Ensure that all contractors/consultants verify their compliance with nondiscrimination authorities, procedures, and requirements.

- On an annual basis, Kingsport MTPO staff will conduct a review of select contractors/consultants to ensure they are complying with Title VI requirements and that federal funds are not being spent in any way that results in discrimination (intentional or unintentional).
- During a review, the task of MTPO staff is to evaluate whether the contractor/consultant is effectively implementing Title VI requirements.
- If a contractor/consultant is found to be in noncompliance with nondiscrimination authorities, the Title VI Coordinator and relevant staff will work with the contractor/consultant to resolve the deficiency status and write a remedial action if necessary. See section 3.5-g (Compliance and Enforcement) for more details.
- Review outreach activities to ensure small, disadvantaged, minority, women, and disabled veteran businesses are not excluded to participate in opportunities to compete for contractor/consultant contracts.

3.4 Education and Training

All Kingsport MTPO staff most recently completed Title VI training in Spring 2025 as required by the City of Kingsport Human Resources Department. To ensure compliance through education and training, nondiscrimination training will be made available to all Kingsport MTPO staff to ensure up-to-date knowledge of Title VI and other nondiscrimination statutes.

Under the category of education and training, nondiscrimination responsibilities include:

- Distribution of information to Kingsport MTPO staff on training programs regarding Title VI and related statutes.
- Tracking staff participation in nondiscrimination training.
- Maintain and update nondiscrimination training as necessary.
- Maintain and update the Kingsport MTPO Title VI Plan as necessary.

3.5 Other Requirements

a) Certifications and Assurances

As requested, the MTPO submits a Nondiscrimination Assurance which addresses compliance with Title VI as well as other nondiscrimination regulations and statutes. In signing and submitting this assurance, the MTPO confirms the agency's commitment to nondiscrimination and compliance with federal and state requirements.

b) Complaint Process

In compliance with 49 CFR Section 21.9(b), the MTPO has developed procedures for investigating and tracking Title VI complaints filed against them. Such procedures shall be made available to the public upon request. The MTPO's complaint investigation procedures and complaint form are contained herein as Appendix B.

c) Record Title VI Activities

In compliance with 49 CFR Section 21.9(b), the City shall prepare and maintain a list of any active investigations, lawsuits, or complaints naming the MTPO or City that allege discrimination on the basis of race, color, or national origin. Record logs are contained herein as Appendix C. Such list on the log sheet shall include:

1. Date the investigation, lawsuit, or complaint was filed;
2. Summary of the allegation(s);

3. Status of the investigation, lawsuit, or complaint; and
 4. Actions taken by the City/MTPO in response to the investigation, lawsuit, or complaint.
- d) **Access for Individuals Needing Language Assistance**
The MTPO shall take steps to ensure meaningful access to the benefits, services, information, and other important portions of the programs and activities for individuals who need language assistance. The MTPO will assist these individuals in participating in the transportation planning process. MTPO staff will make every effort to provide translators and document translation, where feasible, upon request. The Language Assistance Plan is contained herein as Appendix D.
- e) **Timely Submission**
The MTPO acknowledges that its Title VI submissions and/or updates thereto, shall be supplied once every three (3) years, or as requested. The submission shall include, but is not limited to:
1. A summary of public outreach and involvement activities undertaken since the last submission and a description of steps taken to ensure that minority and low-income people had meaningful access to these activities;
 2. The process for persons with language assistance needs;
 3. Title VI Complaint and Tracking procedures;
 4. A list of any Title VI investigations, complaints, or lawsuits filed since the last submission;
 5. A copy of the public notice regarding Title VI compliance and public access and instructions for the Title VI complaint procedures.
- f) **Reporting and Subrecipients**
The Kingsport MTPO is a subrecipient to TDOT and VDOT. The Civil Rights Offices of TDOT and VDOT monitor the Kingsport MTPO for civil rights compliance. A triennial assessment report is required to be submitted to the Civil Rights Office. No funds are passed through the Kingsport MTPO to subrecipients, so the subject of monitoring subrecipients will not be addressed in this document.
- g) **Compliance and Enforcement**
Kingsport MTPO staff will perform periodic self-assessments for Title VI compliance of MTPO plans, programs, and activities including contractor/consultant activities. If deficiencies are found, the Title VI Coordinator will provide technical assistance, as needed, and work with the MTPO staff, contractors/consultants to ensure the deficiency is corrected and compliance is achieved and maintained. Voluntary compliance is preferred; therefore, the Title VI Coordinator will first attempt to secure compliance through informal means. If the matter cannot be resolved informally, a Letter of Findings will be issued informing the MTPO staff/contractor/consultant of the areas of noncompliance and the steps that must be taken to correct the noncompliance. If the issue is still not resolved, the matter will be elevated to TDOT/VDOT and FHWA.
- h) **Title VI Investigations, Complaints, and Lawsuits**
To date, the Kingsport Metropolitan Transportation Planning Organization has had no Title VI investigations, complaints, or lawsuits filed against them.
- i) **Title VI Coordinator**
The City of Kingsport Human Resources Director is the designated Title VI Coordinator: Tyra Copas, (423) 224-2448, email TyraCopas@KingsportTN.gov. The secondary contact for Title VI issues is Tonya Fletcher, (423) 224-2471, email TonyaFletcher@KingsportTN.gov.

Appendix A – Title VI Policy Statement

**EQUAL OPPORTUNITY TITLE VI
POLICY STATEMENT**

IT IS THE POLICY OF THE CITY OF KINGSPORT TO ENSURE COMPLIANCE WITH TITLE VI OF THE CIVIL RIGHTS ACT OF 1964; 49 CFR, PART 21; RELATED STATUTES AND REGULATIONS TO THE END THAT NO PERSON SHALL BE EXCLUDED FROM PARTICIPATION IN OR BE DENIED THE BENEFITS OF, OR BE SUBJECTED TO DISCRIMINATION UNDER ANY PROGRAM OR ACTIVITY RECEIVING FEDERAL FINANCIAL ASSISTANCE ON THE GROUNDS OF RACE, COLOR, SEX, AGE, DISABILITY OR NATIONAL ORIGIN.



PAUL WMONTGOMERY, MAYOR



CHRISMCCARTT, CITY MANAGER

ANY PERSON WHO BELIEVES HE OR SHE HAS BEEN DISCRIMINATED AGAINST SHOULD CONTACT:

TITLE VI COORDINATOR
TYRA COPAS, HUMAN RESOUCRES DIRECTOR
HUMAN RESOURCES DEPARTMENT
415 BROAD STREET, SUITE 319
KINGSPORT, TN 37660
TELEPHONE (423) 229-9401

05.02.25

Appendix B – Title VI Complaint Investigation Procedure and Form

Kingsport Metropolitan Transportation Planning Organization (MTPO)

Title VI Complaint Investigation Procedure

Title VI of the 1964 Civil Rights Act requires that “No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.”

These procedures apply to all complaints filed under Title VI of the Civil Rights Act of 1964 and are intended to provide aggrieved persons an avenue to file complaints of discrimination regarding the Kingsport Metropolitan Transportation Planning Organization’s (MTPO) programs and activities. Intimidation or retaliation of any kind is prohibited by law. These procedures do not deny the right of the complainant to file formal complaints with other local, state, or federal agencies, or to seek private counsel for complaints alleging discrimination.

Persons Eligible to File a Complaint:

Any individual, group of individuals, or entity that believes they have been subjected to discrimination on the basis of race, color, or national origin in the programs and activities of the Kingsport MTPO may file a Title VI complaint.

Complaint Basis:

Complaints of alleged discrimination must be based on issues involving race, color, or national origin. Discrimination under Title VI is an act (or action) whether intentional or unintentional through which a person in the United States, solely because of race, color, or national origin has been otherwise subjected to unequal treatment or disparate impact under any program or activity receiving federal financial assistance.

Filing Time:

According to USDOT regulations, 49 CFR §21.11(b), a complaint must be filed not later than 180 days after the date of the last instance of alleged discrimination, unless the time for filing is extended by the processing agency.

Form of Complaints:

- Complaint shall be in writing and signed by the complainant(s) or representative(s).
- Complainant’s name, address, and telephone number, or other means by which the complainant may be contacted.
- Include the date of the alleged act of discrimination.
- Present a detailed description of the issues, including names and job titles of those individuals perceived as parties in the complaint issue.
- Allegations received by fax or email will be acknowledged and processed once the identity(ies) of the complainant(s) has been confirmed. The complainant is required to mail a signed, original copy of the fax or email transmittal before the complaint can be processed.

- Allegations received by phone will be reduced to writing and provided to complainant for confirmation, revision, and signature before processing.

Complaint Review Process:

A *Title VI Complaint Form* has been prepared for complainants to use, at their discretion, to file their complaint with the City of Kingsport, the Federal Highway Administration (FHWA), the Tennessee Department of Transportation (TDOT), or the Virginia Department of Transportation (VDOT). Contact information for each agency is included on the complaint form. The investigation will address only those issues relevant to the allegations in the complaint. Confidentiality will be maintained to the fullest extent possible.

Upon receipt of the complaint, the City of Kingsport Title VI Coordinator will review it to ensure that relevant information is provided, the complaint is timely, and is within the correct jurisdiction. The Title VI Coordinator will maintain a log of all complaints.

Complaints filed **against the Kingsport MTPO or contractors, sub-contractors, consultants, etc. of the MTPO** will follow these procedures:

- All complaints will be routed to the FHWA Headquarters Office of Civil Rights (HCR), through the appropriate hierarchy, for processing. HCR is responsible for all determinations regarding whether to accept, dismiss, or transfer Title VI complaints filed against TDOT/VDOT, the Kingsport MTPO, or contractors/sub-contractors/consultants of the MTPO.
- Complaints will be forwarded from the initial receiving agency through the Federal-aid highway oversight hierarchy until the complaint reaches HCR. For example, if a complaint is filed with the Kingsport MTPO, that agency should forward the complaint to TDOT/VDOT (within three business days), which should forward the complaint to the State's FHWA Division Office, which should forward the complaint to HCR. If a complaint is filed with TDOT/VDOT, then that agency should forward the complaint to the State's FHWA Division Office, which should forward the complaint to HCR.
- TDOT/VDOT and the Kingsport MTPO must log all complaints received.
- When HCR decides on whether to accept, dismiss, or transfer the complaint, HCR will notify the Complainant, the FHWA Division Office, TDOT/VDOT, and the Kingsport MTPO (where applicable).



Title VI Complaint Form

Title VI of the 1964 Civil Rights Act requires that “No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.”

The purpose of this form is to assist you in filing a Title VI complaint against the Kingsport Metropolitan Transportation Planning Organization (MTPO), a department of the City of Kingsport or contractors, sub-contractors, consultants, etc. of the MTPO. Written, signed complaints should be submitted to:

City of Kingsport – Human Resources
Title VI Coordinator
415 Broad Street
Kingsport, TN 37660

Phone: 423-224-2448
Email: TyraCopas@KingsportTN.gov

If you wish to file directly with another agency, you may use this form to file a Title VI complaint with the Civil Rights Division of the Federal Highway Administration (FHWA), Tennessee Department of Transportation (TDOT), or Virginia Department of Transportation (VDOT). You are not required to use this form. A letter containing the same information is sufficient; however, all information included in this form is necessary to assist in processing your complaint. If you require assistance in completing this form, please let us know.

A written, signed complaint must be filed within 180 calendar days after the date of the alleged discrimination.

Federal Highway Administration
US Department of Transportation
Office of Civil Rights
1200 New Jersey Ave, SE
8th Floor E81-105
Washington, DC 20590
Phone: 202-366-0693
Email: FHWA.TitleVIcomplaints@dot.gov

Tennessee Department of Transportation
Civil Rights Division
Attention: Title VI Program Director
505 Deaderick Street, Suite 1800
Nashville, TN 37243
Phone: 615-253-1066
Email: Cynthia.Howard@tn.gov

Virginia Department of Transportation
Civil Rights Division
Attention: Civil Rights Division Administrator
1401 E Broad Street
Richmond, VA 23219
Phone: 757-374-9811
Email: Queen.Crittendon@vdot.virginia.gov

Title VI Complaint Information

1. Complainant Information

Name: _____

Address: _____

City, State, Zip: _____

Telephone: _____ Email: _____

2. Person(s) Discriminated Against (if someone other than complainant)

Name: _____

Address: _____

City, State, Zip: _____

Telephone: _____ Email: _____

3. Agency and Department/Program Complaint is Filed Against

Agency/Department/Program: _____

Individual (if known): _____

Address: _____

City, State, Zip: _____

Telephone: _____ Email: _____

4. Which of the following best describes the reason you believe the discrimination took place? Was it because of:

- Race
- Color
- National Origin

5. What date did the alleged discrimination occur? _____

6. In your own words, describe the alleged discrimination. Explain what happened and whom you believe was responsible. Include all relevant information. Please use additional sheets if necessary and attach a copy of written materials pertaining to your case.

7. Please list below any persons (witnesses, employees, supervisors, others), if known, whom we may contact for additional information to support of clarify your complaint.

Name	Phone #
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

8. Have you, or the person discriminated against, filed the same or any other complaints with any other federal, state, or local agency; or with any federal or state court?

Yes

No

If Yes, provide the date and the complaint was filed: _____

Contact person at the agency/court where the complaint was filed:

Name: _____

Address: _____

City, State, Zip: _____

Telephone: _____ Email: _____

9. Please sign and date below. A complaint that has not been signed cannot be accepted.

Signature

Date

Please attach any written materials/other information you think are relevant to your complaint.

Appendix C – List of Active Lawsuits



Requirement TO Record Title VI

Investigations, Complaints, and Lawsuits

List of Active Lawsuits

No lawsuits, investigations, or complaints alleging discrimination based on race, color, or national origin have been filed against the City of Kingsport with respect to transit service or other transit benefits during the past three (3) years. The city of Kingsport includes Title VI Assurances in all agreements concerning transportation contractors in all public transportation procurement contracts.

Dyna Copas
Title VI Coordinator

07/15/25
Date

Approved as to form:

Madelyn B. ... 07/15/25
City Attorney Date

**KINGSPORT METROPOLITAN TRANSPORTATION PLANNING ORGANIZATION (MTPO)
TITLE VI COMPLAINT LOG**

Date Complaint Filed	Name of Complainant	Program or Activity	Nature of Complaint	Status/Final Disposition

Appendix D – Language Assistance Plan

Kingsport Metropolitan Transportation Planning Organization (MTPO)

LANGUAGE ASSISTANCE PLAN

This document serves as the plan for the Kingsport Metropolitan Transportation Planning Organization (MTPO) to provide services to individuals who need language assistance in compliance with Title VI of the Civil Rights Act of 1964. This plan was developed to help identify reasonable steps to provide language assistance for persons who may need it to participate in the transportation planning process. The following Four Factor Analysis was conducted to ensure meaningful and appropriate access for individuals who may need language assistance identified in the Kingsport TN/VA Urban Area.

FOUR FACTOR ANALYSIS

Factor 1: Number or proportion of persons who may need language assistance eligible to be served or likely to be encountered by a program, activity, or service of the grantee.

According to the US Census Bureau American Community Survey 5-year Estimates (2019-2023), approximately 2.7% of the Kingsport TN/VA Urban Area population speaks a language other than English at home with the majority of those households (1.6%) speaking Spanish. A total of 0.6% of the population age 5 and over speak English less than “very well”. The following tables provide the racial makeup and the language spoken at home for the Kingsport TN/VA Urban Area.

Race (including Hispanic or Latino Origin)	Kingsport, TN/VA Urban Area	
	Value	Percent
Total:	98,982	100.00%
Not Hispanic or Latino:	96,449	97.44%
White alone	90,344	91.27%
Black or African American alone	2,098	2.12%
American Indian and Alaska Native alone	38	0.04%
Asian alone	814	0.82%
Native Hawaiian and Other Pacific Islander alone	0	0.00%
Some other race alone	331	0.33%
Two or more races	2,824	2.85%
Two races including Some other race	331	0.33%
Two races excluding Some other race, and three or more races	2,493	2.52%
Hispanic or Latino:	2,533	2.56%
White alone	806	0.81%
Black or African American alone	0	0.00%
American Indian and Alaska Native alone	23	0.02%
Asian alone	0	0.00%
Native Hawaiian and Other Pacific Islander alone	0	0.00%
Some other race alone	423	0.43%
Two or more races	1,281	1.29%
Two races including Some other race	1,015	1.03%
Two races excluding Some other race, and three or more races	266	0.27%

Source: U.S. Census Bureau, 2019-2023 American Community Survey 5-Year Estimates

Language Spoken at Home	Kingsport TN/VA Urban Area					
	Total		Speak English only or speak English "very well"		Speak English less than "very well"	
Label	Value	Percent	Value	Percent	Value	Percent
Population 5 years and over	93,765	(X)	93,167	99.4%	598	0.6%
Speak only English	91,259	97.3%	(X)	(X)	(X)	(X)
Speak a language other than English	2,506	2.7%	1,908	76.1%	598	23.9%
SPEAK A LANGUAGE OTHER THAN ENGLISH						
Spanish	1,545	1.6%	1,204	77.9%	341	22.1%
5 to 17 years old	284	0.3%	265	93.3%	19	6.7%
18 to 64 years old	1,142	1.2%	864	75.7%	278	24.3%
65 years old and over	119	0.1%	75	63.0%	44	37.0%
Other Indo-European languages	506	0.5%	368	72.7%	138	27.3%
5 to 17 years old	92	0.1%	87	94.6%	5	5.4%
18 to 64 years old	376	0.4%	245	65.2%	131	34.8%
65 years old and over	38	0.0%	36	94.7%	2	5.3%
Asian and Pacific Island languages	385	0.4%	292	75.8%	93	24.2%
5 to 17 years old	98	0.1%	93	94.9%	5	5.1%
18 to 64 years old	249	0.3%	190	76.3%	59	23.7%
65 years old and over	38	0.0%	9	23.7%	29	76.3%
Other languages	70	0.1%	44	62.9%	26	37.1%
5 to 17 years old	14	0.0%	0	0.0%	14	100.0%
18 to 64 years old	32	0.0%	20	62.5%	12	37.5%
65 years old and over	24	0.0%	24	100.0%	0	0.0%
CITIZENS 18 YEARS AND OVER						
All citizens 18 years old and over	78,808	(X)	78,560	99.7%	248	0.3%
Speak only English	77,320	98.1%	(X)	(X)	(X)	(X)
Speak a language other than English	1,488	1.9%	1,240	83.3%	248	16.7%
Spanish	1,009	1.3%	893	88.5%	116	11.5%
Other languages	479	0.6%	347	72.4%	132	27.6%

Source: U.S. Census Bureau, 2019-2023 American Community Survey 5-Year Estimates

Factor 2: The frequency with which individuals who may need language assistance come into contact with the program, activity, or service.

The Kingsport MTPO staff assessed, as accurately as possible, the frequency with which individuals who may need language assistance come in contact with any programs, activities, or services that have been provided by the MTPO in the past. To date, there have been no requests, formal or otherwise, by individuals seeking the translation of documents or interpreters at public meetings. To date, MTPO staff have not encountered a situation with any individual who did not speak English very well.

Factor 3: The nature and importance of the program, activity, or service provided by the Kingsport MTPO to the community.

Transportation is vital to many people’s lives. The Kingsport MTPO uses federal funds to plan transportation projects. The MTPO seeks to include all segments of the population, including individuals who may need language assistance, in the transportation planning and decision-making process. The steps

that are taken for public outreach are detailed in the Public Participation Plan, which can be found on our website www.kptmtpo.com and in the Kingsport MTPO office.

Factor 4: The resources available to the Kingsport MTPO and costs.

The Kingsport MTPO ensures that efforts are made to include individuals who may need language assistance and provide them with the opportunity to be involved in the transportation planning process. These services are provided at no cost to the individual. Resources currently provided for language assistance are:

- Telephone interpreter service is available, provided by LanguageLine Solutions Interpreters, with a language identification guide available to MTPO staff to assist with identifying the individual's native language. Onsite interpreters and video interpreters can also be arranged if necessary (advanced notification required).
- Document translation as requested.
- The City of Kingsport/Kingsport MTPO website meets all standards when it comes to translating content for viewers who prefer a language other than English. The Wordpress Content Management System (CMS) that the site is built upon easily allows browsers and operating systems to translate the page into another language.

Other services can be provided; however, the cost of such service would have to be considered. Funds available to the MTPO for language assistance services would be derived entirely from existing operating budgets and compete with other operational requirements on an annual basis.

City of Kingsport

HOW TO ACCESS AN INTERPRETER

1. DIAL: **1-866-874-3972**
2. PROVIDE: **693725**
3. INDICATE: the language you need
4. PROVIDE: additional information, if required.

Document the interpreter name and ID number for your reference.
Brief the interpreter and give any special instructions.

IMPORTANT INFORMATION:

WORKING WITH AN INTERPRETER - At the beginning of the call, interpreters identify themselves by name and ID number. Note this information for reference. Then tell the interpreter the nature of the call. Speak directly to the limited English proficient or Deaf or Hard of Hearing individual, not to the interpreter, pausing at the end of a complete thought. To ensure accuracy, your interpreter may ask for clarification or repetition.

3-WAY CALL – INITIATING/RECEIVING A CALL - Use the conference feature on your phone and follow the instructions provided to connect to an interpreter. If you are initiating the call, get the interpreter on the line first, then call the limited English proficient individual. If you are receiving a call, ask the caller to “Please Hold,” and then conference in the interpreter.

PHONE INTERPRETING EQUIPMENT - If you have interpreting equipment, use one handset to call into LanguageLine, once connected to the interpreter, give the second handset to the limited English proficient individual.

CUSTOMER SERVICE - To provide feedback, commend an interpreter, or report any service concerns, visit www.LanguageLine.com and click on the “Client Resources” tab, scroll to “Voice of the Customer” and complete the form.

LEARN MORE Visit www.LanguageLine.com or call 1-800-752-6096 for more information on our language access solutions.

Partnering with Your LanguageLine Solutions® Interpreter to Ensure Effective Communication

1

STARTING THE SESSION

- Allow the interpreter to start the session by giving you their name and Interpreter ID. Document this information for reference.
- Introduce yourself to the interpreter.
- Brief the interpreter and state the goal of the session and provide any specific instructions.
- Introduce yourself and the interpreter to the limited English proficient, Deaf, or Hard-of-Hearing individual.

2

DURING THE SESSION

- Address the limited English proficient, Deaf, or Hard-of-Hearing individual, not the interpreter. The interpreter will be your voice. Keep in mind that everything stated will be interpreted.
- State information in short, concise sentences. When stating complicated or detailed information, speak at a slow pace and pause often. This allows the interpreter to note, retain, and relay the information. The interpreter may sometimes ask for repetitions or clarification.
- Avoid technical jargon and try to explain specialized terms or concepts.
- Avoid interrupting the interpreter or talking at the same time.
- Do not ask interpreters for their opinion.

3

ENDING THE SESSION

- Ask the limited English proficient, Deaf or Hard-of-Hearing individual if they understood, or if they have any questions or concerns.
- Allow the interpreter to interpret everything before ending the session.

FOR MORE INFORMATION

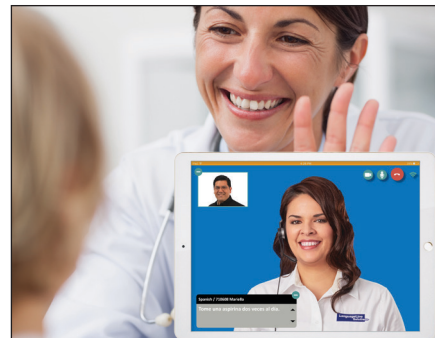
www.LanguageLine.com / 1-800-752-6096



Onsite Interpreters



Phone Interpreters



Video Interpreters

Europe	
Albanian Tregoni me gisht gjuhën tuaj. Do të thërrasim një përkthyes. Përkthyesi ofrohet falas për ju.	Shqip 🗣️
Armenian Նշեք, թե որ լեզվով եք խոսում: Թարգմանիչ կկանչենք: Թարգմանիչ ծառայությունները տրամադրվում են անվճար:	Հայերեն 🗣️
Basque Zure hizkuntza aukeratu. Jarraian interprete bati deituko diogu. Zerbitzu hau doakoa da.	Euskara 🗣️
Bosnian Pokažite svoj jezik. Pozvat ćemo tumača. Usluge tumača su besplatne za vas.	Bosanski 🗣️
Bulgarian Посочете вашия език. Ще бъде извикан преводач. Преводачът е осигурен безплатно за вас.	Български 🗣️
Croatian Pokažite svoj jezik. Prevoditelj će biti pozvan. Prevoditelj a ćete dobiti besplatno.	Hrvatski 🗣️
Czech Ukažte na váš jazyk. Bude zavolán tlumočník. Tlumočení je pro vás bezplatné.	Čeština 🗣️
Danish Peg på dit sprog. En tolk vil blive tilkaldt. Tolken tilbydes uden omkostninger for dig.	Dansk 🗣️
Dutch Wijs uw taal aan. Er zal contact worden opgenomen met een tolk. De service van de tolk is geheel gratis.	Nederlands 🗣️
Estonian Osutage oma keelel. Vastava tõlgiga võetakse ühendust. Tõlketeenus on teie jaoks tasuta.	Eesti keel 🗣️
Finnish Osoita maasi kieltä. Kutsumme tulkin paikalle. Tulkin käyttö on sinulle ilmaista.	Suomi 🗣️
French Indiquez votre langue et nous appellerons un interprète. Le service est gratuit.	Français 🗣️
German Zeigen Sie auf Ihre Sprache. Ein Dolmetscher wird angefordert. Der Dolmetscher ist für Sie kostenlos.	Deutsch 🗣️
Greek Δείξτε τη γλώσσα σας και θα καλέσουμε ένα διερμηνέα. Ο διερμηνέας σας παρέχεται δωρεάν.	Ελληνικά 🗣️
Hungarian Válassza ki a nyelvet. Tolmácsot fogunk hívni. A tolmács az Ön számára díjtalan.	Magyar 🗣️

Europe - continued	
Icelandic Bentu á þitt tungumál. Það verður hringt í túlk. Túlkurinn er þér að kostnaðarlausu.	Íslenska 🗣️
Italian Indicare la propria lingua. Un interprete sarà chiamato. Il servizio è gratuito.	Italiano 🗣️
Lithuanian Nurodykite savo kalbą. Bus pakviestas vertėjas. Vertėjas jums bus suteiktas nemokamai.	Lietuvių 🗣️
Macedonian Покажете на јазикот на кој зборувате. Ќе повикаме преведувач. Услугите на преведувачот се бесплатни.	Македонски 🗣️
Norwegian Pek på språket dit. En tolk vil bli tilkalt. Tolken tilbys kostnadsfritt for deg.	Norsk 🗣️
Polish Proszę wskazać swój język i wezwiemy tłumacza. Usługa ta zapewniana jest bezpłatnie.	Polski 🗣️
Portuguese Indique o seu idioma. Um intérprete será chamado. A interpretação é fornecida sem qualquer custo para você.	Português 🗣️
Romanian Indicați limba pe care o vorbiți. Vi se va face legătura cu un interpret caare vă este asigurat gratuit.	Română 🗣️
Russian Укажите язык, на котором вы говорите. Вам вызовут переводчика. Услуги переводчика предоставляются бесплатно.	Русский 🗣️
Serbian Покажите свој језик. Преводаилац ће бити позван. Преводаилац је за вас обезбеђен бесплатно.	Српски 🗣️
Slovak Ukážte na svoj jazyk. Zavoláme tlmočníka. Tlmočenie je pre vás bezplatné.	Slovenčina 🗣️
Spanish Señale su idioma y llamaremos a un intérprete. El servicio es gratuito.	Español 🗣️
Swedish Peka på ditt språk. En tolk kommer att tillkallas. Tolken erbjuds utan kostnad för dig.	Svenska 🗣️
Ukrainian Вкажіть вашу мову. Вам викличуть перекладача. Послуги перекладача надаються безкоштовно.	Українська 🗣️
Yiddish ווייזט אן אויף אייער שפראך און מען וועט רופן אן איבערזעצער. איר דארפט גארניט באצאלן פאר דער איבערזעצונג.	יידיש 🗣️

Pacific Islands	
Fijian Dusia na nomu vosa. Ni na Vakarautaki mai e dua na dau vakadewa vosa. Na dau vakadewa vosa e sega ni saumi.	Vosa Vakaviti 🗣️
Ilocano Itudo yo ti sao yo. Ag awag da ti maysa nga mangipat-patarus nga tumulong kadakayo nga awan ti bayad na.	Ilokano 🗣️
Indonesian Tunjukkan bahasa Anda. Penerjemah akan dihubungi. Penerjemah disediakan gratis tanpa dikenakan biaya.	Bahasa Indonesia 🗣️
Malay Tunjukkan bahasa anda. Jurubahasa akan dihubungi. Jurubahasa akan disediakan tanpa anda dikenakan bayaran.	Bahasa Melayu 🗣️
Marshallese Kelet kajin eo am. Im renaaj kúr juón am Ri-Ukok. Ri-Ukok eo enaaj jibañ eok ilo ejjelok wóneen.	Kajin Majól 🗣️
Samoan Fa`asino lau gagana. Ole a vala`au se fa`amatala`upu. Ua saunia se fa`amatala`upu e aunoa ma se tau e te togotiina.	Fa'asamoa 🗣️
Tagalog Ituro po ang inyong wika. Isang tagasalin ang ipagkakaloob nang libre sa inyo.	Tagalog 🗣️
Tongan Tuhu`l mai ho`o lea fakafonua. `E ui ha fakatonulea. `Oki ta`etotongi kia `a e fakatonulea.	Lea Faka-Tonga 🗣️

North America, South America, and Caribbean	
French Indiquez votre langue et nous appellerons un interprète. Le service est gratuit.	Français 🗣️
Haitian Creole Lonje dwèt ou sou lang ou pale a epi n ap rele yon entèprèt pou ou. Nou ba ou sèvis entèprèt la gratis.	Kreyòl 🗣️
Navajo Nizaad biká'ígíí bich'í' dah diilnííh. Ata' halne'é ía' hágo bí'dí' dooniiit. Ata' halne'é éi doo haida yit'éeego bik'é ní'diiléet da. T'áájíik'e ná ata' hodoolnih.	Diné k'ehjí 🗣️
Portuguese Indique o seu idioma. Um intérprete será chamado. A interpretação é fornecida sem qualquer custo para você.	Português 🗣️
Spanish Señale su idioma y llamaremos a un intérprete. El servicio es gratuito.	Español 🗣️

Language Identification Guide

As a LanguageLine Solutions® client you have access to over-the-phone interpreting 24 hours a day, 7 days a week. Offer this guide in face-to-face situations to determine which language a person speaks. The most frequently encountered languages in North America are grouped by the geographical region where they are commonly spoken.

- Locate the geographical region where you believe the speaker may be from. (Pacific Islands, Europe, etc.)
- Show the person the languages listed for that region. Underneath each language is the translation of the statement below:

English English 🗣️
Point to your language. An interpreter will be called. The interpreter is provided at no cost to you.

- We offer interpreting from English into more than 200 languages. If you are unable to identify the language, our call representative will help you.
- To access an interpreter:

Please visit www.LanguageLine.com for information on all our language access solutions:

- Over-the-Phone, Video Remote, and Onsite Interpreting
- Bilingual and Interpreter Staff Testing and Training
- Translation and Localization



India, Pakistan, and Southwest Asia	
Bengali <p>আপনার ভাষার দিকে নির্দেশ করুন। একজন দোভাষীকে ডাকা হবে। দোভাষী আপনি নিখরচায় পাবেন।</p>	বাংলা 👉
Gujarati <p>તમારી ભાષાનો ઉલ્લેખ કરો. દુભાષિયાને બોલાવી શકાશે. દુભાષિયાને બોલવવામાં તમારે ખર્ચ આપવો નહિ પડે.</p>	ગુજરાતી 👉
Hindi <p>अपनी भाषा को इंगित करें। जिसके अनुसार आपके लिए दुभाषिया बुलाया जाएगा। आपके लिए दुभाषिया की निशुल्क व्यवस्था की जाती है।</p>	हिंदी 👉
Malayalam <p>നിങ്ങളുടെ ഭാഷയിലേക്ക് ചുണ്ടുക. ഒരു വ്യാഖ്യാതാവിന്റെ സേവനം ലഭ്യമാക്കും. ഈ വ്യാഖ്യാതാവിന്റെ സേവനം നിങ്ങൾക്ക് സൗജന്യമായാണ് നൽകുന്നത്.</p>	മലയാളം 👉
Nepali <p>आफ्नो भाषातर्फ आँल्याउनुहोस्। एक दोभाषेलाई बोलाइनेछ। तपाईंको विना कुनै खर्चको, एकजना दोभाषे उपलब्ध गराइनेछ।</p>	नेपाली 👉
Punjabi <p>ਅਪਣੀ ਭਾਸ਼ਾ ਵੱਲ ਇਸ਼ਾਰਾ ਕਰੋ। ਜਿਸ ਮੁਤਾਬਕ ਇਕ ਦੁਬਾਸ਼ੀਆ ਬੁਲਾਇਆ ਜਾਵੇਗਾ। ਤੁਹਾਡੇ ਲਈ ਦੁਬਾਸ਼ੀਆ ਦੀ ਮੁਫਤ ਸੇਵਾਜਾਮ ਕੀਤਾ ਜਾਂਦਾ ਹੈ।</p>	ਪੰਜਾਬੀ 👉
Sinhalese <p>ඔබේ භෂම පෙන්නන්න. භෂ පරිවර්තකයෙකු කැඳවෙනු ඇත. භෂ පරිවර්තකය ඔබ වෙත නෙමිලේ සැපයෙනු ඇත.</p>	සිංහල 👉
Tamil <p>உங்கள் மொழியைச் சுட்டிக்காட்டுங்கள். மொழிபெயர்ப்பாளர் ஒருவர் அழைக்கப்படுவார். மொழிபெயர்ப்பாளருக்காக நீங்கள் செலவு செய்யத் தேவையில்லை.</p>	தமிழ் 👉
Telugu <p>మీ భాషను గుర్తించండి. మీ భాషానువాదకులను పిలువబడును. మీకు ఎటువంటి ఖర్చు లేకుండా భాషానువాదకులను సమకూర్చబడును.</p>	తెలుగు 👉
Urdu <p>اپنی زبان پر اشارہ کریں۔ ایک ترجمان کو بلاجائے گا۔ ترجمان کا انتظام آپ پر بغیر کسی خرچ کے کیا جائے گا۔</p>	اُردو 👉

Africa	
Acholi <p>Siem thok ma iyae. Ja loko ibiro luongi. Jaloko no ochiuni ma onge chudo.</p>	Acoli 👉
Amharic <p>ቋንቋዎትን ያመልክቱ። አስተርጓሚ ይጠራል። አስተርጓሚው በነጻ ይቀርብልዎለታል።</p>	አማርኛ 👉
Arabic <p>أشر إلى لغتك. وسيتم الاتصال بمترجم فوري. كما سيتم إحضار المترجم الفوري مجاناً.</p>	عربي 👉

Africa - continued	
Dinka <p>Weet ten thoungdie. Raan weetgeryc a col. Agerwelyic ku a cin aroop biyik yen.</p>	Thok monyjang 👉
French <p>Indiquez votre langue et nous appellerons un interprète. Le service est gratuit.</p>	Français 👉
Hausa <p>Nuna zuwa ga yarenka. Za a kira tafinta. An samar maka da tafintan ne ba tare da sai an biya kudi ba.</p>	Hausa 👉
Italian <p>Indicare la propria lingua. Un interprete sarà chiamato. Il servizio è gratuito.</p>	Italiano 👉
Nuer <p>Ku tilmään luqäddäädä. Turjubään äyää looyëëri-doonää. Turjubäänkä läguḡu yeëräyo wää bilääh.</p>	Mägäcä luqäddä 👉
Oromo <p>Gara afaan keetti eeri. Turjumaanni ni waamama. Turjumaanni beesee takka malee siif qophaawa.</p>	Oromo 👉
Portuguese <p>Indique o seu idioma. Um intérprete será chamado. A interpretação é fornecida sem qualquer custo para você.</p>	Português 👉
Portuguese Creole <p>Nho pontá pa lingu qui nho ta papiá. No ta arranja um interprete pa nho. No ta rranje um interprete e nho ca ta pagá nada pa el.</p>	Crioulo Portugues 👉
Somali <p>Farta ku fiqluqadaada... Waxa laguugu yeeri doonaa turjubaan. Turjubaanka wax lacagi kaaga bixi mayso.</p>	Af-Soomali 👉
Swahili <p>Onyesha lugha yako. Mkalimani ataitwa. Utapewa mkalimani bila gharama yoyote.</p>	Kiswahili 👉
Tigrinya <p>ቋንቋኹም አመልክቱ። አተርጓሚ ከጽዋላ ይኸክል እዩ። ጎአተርጓሚ እትከፍልዎ ዝኾነ ክፍሊት የለን።</p>	ትግርኛ 👉
Wolof <p>Taannal sa lakk ngir fiou bolela ak kou degg sa lakk mou dimbeuli leu. Ndimbeul bi do ci fey dara.</p>	Wolof 👉
Yoruba <p>Tọ́ka sí èdè ẹ̀. A ọ̀ pe ògbùfọ̀ kan. Ọ̀fẹ́ ní a ọ̀ pe ògbùfọ̀ yíí fún ọ̀.</p>	Yorùbá 👉

Middle East	
Arabic <p>أشر إلى لغتك. وسيتم الاتصال بمترجم فوري. كما سيتم إحضار المترجم الفوري مجاناً.</p>	عربي 👉
Armenian <p>Նշեք, թե որ լեզվով եք խոսում: Թարգմանիչը կկանչվենք: Թարգմանիչի ծառայությունները սրբանամարդկուժ են անվճար:</p>	Հայերեն 👉
Azerbaijani <p>Danışdığınız dili bildirin. Sizin üçün tərcüməçi dövlət olunacaq. Tərcümə xidməti üçün ödəniş tələb olunmur.</p>	Azərbaycan dili 👉
Dari <p>زبان مورد نظر را نشانی کنید. یک ترجمان فراخوانده خواهد شد. این برای شما کدام هزینه در پی نخواهد داشت.</p>	دري 👉
Farsi <p>زبان مورد نظر خود را مشخص کنید. یک مترجم برای شما درخواست خواهد شد. مترجم بصورت رایگان در اختیار شما قرار می گیرد.</p>	فارسي 👉
Hebrew <p>הצבע לעבר השפה שלך, ואנחנו נתקשר למתרגמן. שירותו של המתרגמן ניתן ללא תשלום.</p>	עברית 👉
Kurdish <p>نماژ ه به زمانه‌که‌تان. وهر گنێر نیک بانگ ده‌کریت. بۆ ناماده‌کردنی وهر گنێر هیچ پار میه‌ک له تو وهر ناگیردریت.</p>	کوردی 👉
Pashto <p>خپلې ژبې ته اشاره وکړئ. یو ژباړونکی به راوبلل شي. ستاسو له پاره د ژباړونکي انتظام په وړیا توگه کيږي.</p>	پښتو 👉
Turkish <p>Konuştüğunuz dili gösterin. Sizin için bir çevirmen aranacaktır. Bu çevirmen size ücretsiz sağlanır.</p>	Türkçe 👉

Asia		
China <p>請指認您的語言，以便為您提供免費的口譯服務。</p>	请指认您的语言，以便为您提供免费的口译服务。	
Cantonese	廣東話	广东话 👉
Chaochow	潮州話	潮州话 👉
Fukienese	福建話	福建话 👉
Mandarin	國語	普通话 👉
Shanghai	上海話	上海话 👉
Taiwanese	台灣話	台湾话 👉
Toishanese	台山話	台山话 👉

Asia- continued	
Burmese <p>သင့်ဘာသာစကားကို ညွှန်ပြပါ။ စကားပြန် ခေါ်ပေးပါမည်။ သင့်အတွက် စကားပြန် အခမဲ့ ပေးပါမည်။</p>	မြန်မာ 👉
Hmong <p>Taw rau koj hom lus. Yuav hu rau ib tug neeg txhais lus. Yuav muaj neeg txhais lus yam uas koj tsis tau them dab tsi.</p>	Hmoob 👉
Indonesian <p>Tunjukkan bahasa Anda. Penerjemah akan dihubungi. Penerjemah disediakan gratis tanpa dikenakan biaya.</p>	Bahasa Indonesia 👉
Japanese <p>あなたの話す言語を指してください。無料で通訳サービスを提供します。</p>	日本語 👉
Karen <p>နန့်လိဆူန့ကိုဒ်,တၢ်ကတိးပူဂဵုတံတံ,တၢ်ဟ့ၣ်ပူဂဵုတံတံလၢတဆိၣ်ဒီးဆဗူဆကလံာ်တၢ်.</p>	ကညီကိုဒ် 👉
Khmer (Cambodian) <p>សូមផ្តល់ភាសាអ្នក។ យើងនឹងហៅអ្នកបកប្រែភាសាមកជូន។ អ្នកបកប្រែភាសានឹងជួយអ្នកដោយមិនគិតថ្លៃ។</p>	ខ្មែរ (កម្ពុជា) 👉
Korean <p>귀하게서 사용하는 언어를 지정하시면 해당 언어 통역 서비스를 무료로 제공해 드립니다.</p>	한국어 👉
Laotian <p>ຂຶ້ນອກພາສາທີ່ເຈົ້າເວົ້າໄດ້. ພວກເຮົາຈະຕິດຕໍ່ນາຍພາສາໃຫ້. ທ່ານບໍ່ຕ້ອງເສຍເງິນຄ່າແປໃຫ້ແກ່ນາຍແປພາສາ.</p>	ພາສາລາວ 👉
Malay <p>Tunjukkan bahasa anda. Jurubahasa akan dihubungi. Jurubahasa akan disediakan tanpa anda dikenakan bayaran.</p>	Bahasa Melayu 👉
Mien <p>Nuqv longc meih nyei waac fngx. Ninh mbuo porv waac mienh oix zuqc heuc daaih lox meih. Ninh mbuo porv waac mienh tengx nyei jiauv louc yaac baeqc thenx maiv zuqc cuotv zinh nyaanh faan-liuc.</p>	Mein 👉
Mongolian <p>Танай хэлээ заа. Орчуулагч дуудагдана. Орчуулагчийн тусламж танд үнэгүй байх болно.</p>	Монгол 👉
Thai <p>ช่วยชี้ที่ภาษาที่ท่านพูด แล้วเราจะจัดหาล้ามให้ท่าน การใช้สามไม้ต้องเสียด่าใช้จ่าย</p>	ไทย 👉
Vietnamese <p>Hãy chỉ vào ngôn ngữ của quý vị. Một thông dịch viên sẽ được gọi đến, quý vị sẽ không phải trả tiền cho thông dịch viên.</p>	Tiếng Việt 👉

Appendix E – Title VI Nondiscrimination Assurances

Kingsport MTPO
TITLE VI / NONDISCRIMINATION ASSURANCE
(DOT Order No.1050.2A)

The *Kingsport Metropolitan Transportation Planning Organization*, (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 (FHWA)*, 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 Assurance

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 ground 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 Highway Program:

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23 (b) and 21.23 (e) of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated, or will be (with regard to a "facility") operated, or will be (with regard to a "program")

conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.

2. The Recipient will insert the following notification in all solicitations for bids, Requests For Proposals for work, or material subject to the Acts and the Regulations made in connection with all Federal-Aid Highway Program and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

*"The **Kingsport MTPO** in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award."*

3. The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.
7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:
 - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:
 - a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
 - b. the period during which the Recipient retains ownership or possession of the property.

9. The Recipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this ASSURANCE, the **Kingsport MTPO** 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 **FHWA or the Virginia Department of Transportation (VDOT)** 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 **FHWA or VDOT**. You must keep records, reports, and submit the material for review upon request to **FHWA or VDOT**, 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 **Kingsport MTPO** gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the **Federal-Aid Highway Program**. This ASSURANCE is binding on the **Commonwealth of Virginia**, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors, transferees, successors in interest, and any other participants in the **Federal-Aid Highway Program**.

Kingsport MTPO

by Lesley Phillips

Lesley Phillips

DATED 10/10/24

APPENDIX A
Contractor/ Consultant/Supplier Agreement: U.S. DOT 1050.2A -- 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 CFR Part 21.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to 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 Non-discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the Federal Highway Administration may determine to be appropriate, including, but not limited to:
 - a. withholding payments to the contractor under the contract until the contractor complies; and/or
 - b. cancelling, terminating, or suspending a contract, in whole or in part.

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

APPENDIX B
CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

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

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the **Kingsport MTPO** will accept title to the lands and maintain the project constructed thereon in accordance with the Virginia General Assembly, the Regulations for the Administration of the Federal-Aid Highway Program 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 **Kingsport MTPO** 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 **Kingsport MTPO** 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 **Kingsport MTPO**, its successors and assigns.

The **Kingsport MTPO** 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 **Kingsport MTPO** 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 non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].*

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

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

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the ***Kingsport MTPO*** 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 ***Kingsport MTPO*** 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 ***Kingsport MTPO*** 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 ***Kingsport MTPO*** and its assigns.*

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

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

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by the ***Kingsport MTPO*** 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 ***Kingsport MTPO*** 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, the ***Kingsport MTPO*** will there upon revert to and vest in and become the absolute property of the ***Kingsport MTPO*** and its assigns.*

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

APPENDIX E

Contractor/ Consultant/Supplier Agreements: U.S. DOT 1050.2A -- Appendix E

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

Pertinent 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 CFR Part 21;
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 *et seq.*), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131 -- 12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration’s Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures non-discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 *et seq.*)