

**APRIL 2017**



**CITY OF DEL RIO  
TITLE VI PLAN**

**TITLE VI REQUIREMENT #1**  
**Title VI/Nondiscrimination Policy Statement**  
**Policy Statement**

*The City of Del Rio, as a recipient of Federal financial assistance and under Title VI of the Civil Rights Act of 1967 and related statutes, ensures that no person shall on the grounds of race, religion (where the primary objective of the financial assistance is to provide employment per 42 U.S.C §2000d-3), color national origin, sex, age, or disability be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any Department program or activities.*



Henry Arredondo  
City Manager

*La Ciudad de Del Rio, Texas, como recipiente de Asistencia Financiera Federal y según el Acta de Derechos Civiles Título VI del 1964 Y estatutos relacionados, asegura que ninguna persona será excluida a cause de raza, religión (donde el objetivo principal es asistencia financiero para proveer empleo según 42 U.S.C. §2000d-3), color, origen nacional, sexo, edad o incapacidad de participación en, o negados los beneficios de, o de otra manera sea sujeto a discriminación en cualquiera de los programas o actividades de la Ciudad.*



Henry Arredondo  
General de la Ciudad

## TITLE VI REQUIREMENT #2

### U.S. DOT Standard Title VI Assurances

The United States Department of Transportation

(USDOTI Standard Title VI/Nondiscrimination)

#### Assurances

DOT Order No.  
1050.2A

The *City of Del Rio* (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 City of Del Rio, 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, **City of Del Rio** 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.

**City of Del Rio** 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.

**Henry Arredondo**

**City Manager**

By

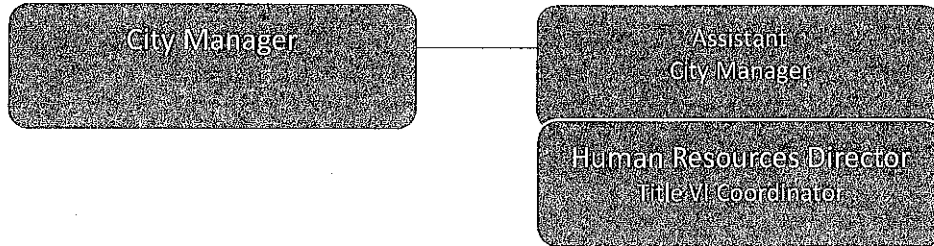
  
**(Signature of Authorized Official)**

Dated

12-16-16

**TITLE VI REQUIREMENT #3**  
**Title VI/Nondiscrimination Coordinator**

**City of Del Rio Organizational Chart (complete organization charts Attachment 2)**



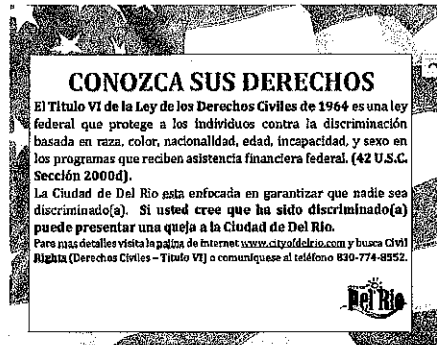
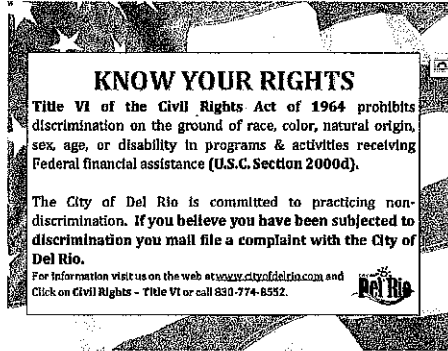
The Title VI/Nondiscrimination Coordinator works to ensure there is a demonstrated commitment on the part of senior level authority to enforce Title VI and is responsible for the overall Title VI program implementation. Additionally, the Title VI/Nondiscrimination Coordinator provides guidance to program areas having significant impacts on the public and businesses, which are referred to as program emphasis areas (PEAs). Specifically, the Title VI/Nondiscrimination Coordinator has the authority and responsibility to implement the civil rights program by:

- Assisting program personnel to correct the Title VI problems or discriminatory practices or polices found through self-monitoring and review activities
- Being the focal point for the Title VI implementation and monitoring of programs and/or activities receiving federal financial assistance
- Ensuring that Title VI requirements are included in policy directives and that the procedures used have built in safeguards to prevent discrimination
- Implementation of procedures for the prompt processing of the Title VI external discrimination complaints
- Attendance at training on Title VI and other nondiscrimination authorities
- Efforts to coordinate the development and implementation of a Title VI and related statutes training program
- Developing Title VI information for public dissemination, and where appropriate, in languages other than English
- Maintain meeting agendas/minutes demonstrating the civil rights requirements

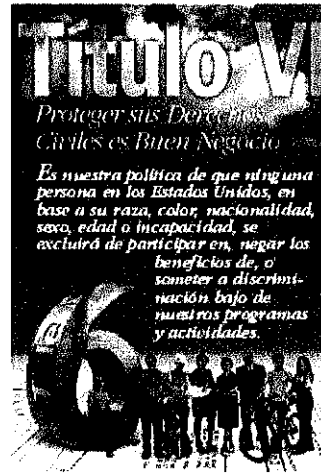
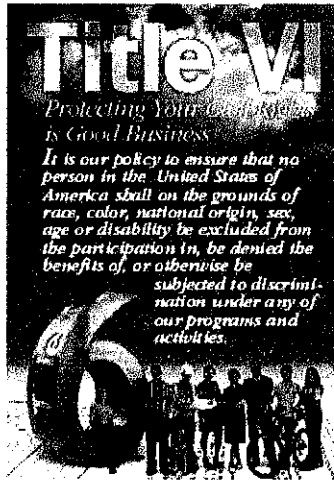
**TITLE VI REQUIREMENT #4**  
**Title VI/Nondiscrimination Plan**

The City of Del Rio, Texas provides the public notification of Title VI protection through a variety of means including posters developed by the City, posters developed by the Texas Department of Transportation and notices on the City's website.

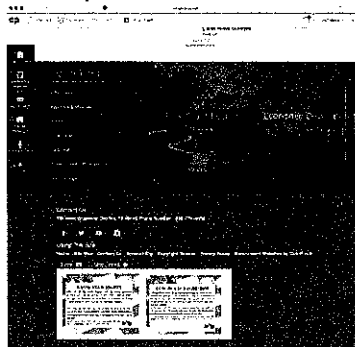
These City posters will also be posted within all City buildings (Attachment 1):



This Texas Department of Transportation poster will also be posted within all City buildings (Attachment 1).



City of Del Rio Website



The image above is a screen shot of the webpage on our website that addresses Civil Rights – Title VI. The webpage is located at the following address: <http://cityofdelrio.com>. It includes instructions on filing complaints as well as links to the Title VI complaint form.

Sample Title VI Notification to the Public

**Notifying the Public of Rights Under Title VI  
THE CITY OF DEL RIO**

- The City of Del Rio operates in programs and services without regard to race, color, national origin, age, disability, and sex in accordance with Title VI of the Civil Rights Act. Any person, who believes he or she has been aggrieved by an unlawful discriminatory practice under Title VI, may file a complaint with the City of Del Rio Title VI Officer.
- For more information on the City of Del Rio’s Civil Rights Program and the procedures to file a complaint contact 830-774-8552, or visit our Human Resources office at 109 West Broadway, Del Rio, Texas 78840.
- If information is needed in another language, contact 830-774-8552.



**TITLE VI REQUIREMENT #5  
PROCESSING EXTERNAL DISCRIMINATION COMPLAINTS**

**Procedures for Filing External Discrimination (Title VI) Complaints**

Individuals or organizations who believe they have been denied the benefits of, excluded from participation in, or subject to discrimination on the grounds of race, color, national origin, age, sex, or disability by the City of Del Rio and its programs may file a Title VI complaint with the City of Del Rio Human Resources Office. City of Del Rio investigates no more than 180 days after the alleged incident. Transportation related External complaints will be forwarded to the Texas Department of Transportation for investigation within 10 calendar days of receipt of complaint. Individuals and organizations may file a complaint by completing the attached City of Del Rio Title VI Complaint Form. Complaints must be signed, include contact information, and had delivered or mailed to:

City of Del Rio Human Resources  
Attention: Title VI Complaint  
109 West Broadway  
Del Rio, TX 78840

Once a complaint is received, City of Del Rio will review to determine if it has jurisdiction. The complainant will receive an acknowledgement letter informing him/her whether the complaint will be investigated by the City of Del Rio.

City of Del Rio strives to investigate complaints received within 90 days. If more information is needed to resolve a case, the investigator may contact the complainant by phone or in writing to request additional information. Unless otherwise stated in writing, the complainant will have 21 calendar days to provide any additional information requested by investigator. Failure of the complainant to provided requested information by 21 calendar days or the date specified in writing may result in the administrative closure of the complaint or a delay in the complaint resolution. A case can be administratively closed if the complainant no longer wishes to pursue their case.

After the investigator reviews the complaint, she/he will issue one of two letters to the complainant; a closure letter or a Letter of Finding (LOF). A closure letter summarizes the allegations and findings and states that there was not a Title VI violation and that the case will be closed. An LOF summarizes the allegations and the findings of the investigation, and explains whether any disciplinary action or other action will occur. If the complainant wishes to appeal the decision, she/he has 30 days after the date of the closure letter or the LOF to do so.

## **Procedimientos Para La Presentación De Quejas De Discriminación Extrema (Título VI)**

Individuos y organizaciones que creen que la Ciudad de Del Rio se les ha negado los beneficios les ha excluidos de la participación o les han sujetados a discriminación por motivos de raza, color de piel u origen de nacional, edad, discapacidad, y sexo pueden presentar una queja del Título VI con la Ciudad de Del Rio en la oficina de Recursos y Humanos. Ciudad Del Rio investiga no más de 180 días después del presunto incidente. Quejas externas relacionadas a transportación serán pasadas al Departamento de Transportación para investigación dentro de 10 días calendarios del recibo de la queja.

Individuos y organizaciones pueden presentar una queja a través del adjuntado formato de Quejas de Discriminación. Las quejas deben ser firmadas, incluir información de contacto y ser entregado directamente o enviado por correo a:

City of Del Rio Human Resources  
Atención: Titulo VI denuncia  
109 West Broadway  
Del Rio, TX 78840

Una vez recibida, la Ciudad de Del Rio examinara la queja para determinar si tiene jurisdicción. El reclamante recibirá una carta informándole si la queja será investigada por la Ciudad de Del Rio.

La Ciudad de Del Rio se esforzara para investigar las quejas recibidas en un plazo de 90 días. Si necesita más información para resolver un caso, el investigador puede comunicarse con el reclamante por teléfono o por escrito para solicitar información adicional. El Reclamante tendrá adicional solicitada por el investigador. Si el reclamante no proporciona la información solicitada dentro de 21 días de la fecha especificada por escrito, se cerrara el caso administrativo de la queja o habrá una demora en la resolución de la queja. El caso puede ser administrativamente cerrado si el reclamante ya no desea seguir su caso.

Después de que el investigador examina la queja, emitirá una de dos cartas al reclamante: una carta de cierre o una Carta de Fallo (CDF). Una carta de cierre resume las declaraciones y hallazgos y afirma que no hubo una violación del Título VI y que el caso será cerrado. Un CDF resume las declaraciones y los hallazgos de la investigación y describe cualquier acción disciplinaria o cualquier otra acción ocurrida. Si el reclamante desea apelar la decisión, el reclamante tiene 30 días después de la fecha de la carta de cierre o el CDF para someterla.

**Title VI External Discrimination Complaint Form**

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, age, sex, or disability be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.

Please provide the following information necessary in order to process your complaint. Assistance is available upon request. Complete this form and mail or deliver to:

**City of Del Rio  
Title VI Officer  
109 West Broadway  
Del Rio, TX 78840**

You can reach our office Monday – Friday from 8-5 at 830-774-8552, or you can email the Title Vi Officer at [mcanales@cityofdelrio.com](mailto:mcanales@cityofdelrio.com)

1. Complainant's Name: \_\_\_\_\_
2. Address: \_\_\_\_\_
3. City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_
4. Telephone: \_\_\_\_\_ Other: \_\_\_\_\_
5. Person discriminated against (if other than complainant)  
Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_
6. What was the discrimination based on? (Check all that apply)  
 Race \_\_\_\_\_  Color \_\_\_\_\_  National Origin \_\_\_\_\_  
 Age \_\_\_\_\_  Disability \_\_\_\_\_  Sex \_\_\_\_\_
7. Date of incident resulting in discrimination: \_\_\_\_\_
8. Describe how you were discriminated against. What happened and who was responsible?  
For additional space, attach additional sheets of paper or use back of the form. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9. What City of Del Rio representatives are the person(s) alleging were involved? \_\_\_\_\_  
\_\_\_\_\_

**Title VI External Discrimination Complaint Form (continued)**

10. Where did the incident take place? \_\_\_\_\_  
\_\_\_\_\_

11. Witnesses? Please provide their contact information.

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_  
Telephone: \_\_\_\_\_ Other: \_\_\_\_\_

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_  
Telephone: \_\_\_\_\_ Other: \_\_\_\_\_

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_  
Telephone: \_\_\_\_\_ Other: \_\_\_\_\_

12. Did you file this complaint with another federal, state, or local agency? (Check the appropriate space)  Yes  No

If the answer is yes, check each agency where complaint was filed with:

Federal Agency  State Agency  Local Agency  Other \_\_\_\_\_

13. Provide contact person information for the agency you also filed complaint with:

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_  
Telephone: \_\_\_\_\_ (Other) \_\_\_\_\_

Date Filed: \_\_\_\_\_

**Sign the complaint in space below. Attach any documents you believe supports your complaint.**

\_\_\_\_\_  
**Complainant's Signature**

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

## Título VI Forma Externa de Queja Discriminación

Título VI de la Civil Rights Act de 1964 "ninguna persona en los Estados Unidos, por razón de raza, color, u origen nacional, edad, discapacidad, y sexo excluida de la participación en, ser negada los beneficios de o ser objeto de discriminación bajo cualquier programa o actividad recibiendo asistencia financiera federal.

Por favor proporcione la siguiente información necesaria para poder procesar su obediencia. Asistencia está disponible a petición. Complete este formulario y correo o entregar:

**City of Del Rio Human Resources**  
**Title VI Officer**  
**109 West Broadway**  
**Del Rio, TX 78840**

Puede llamar a nuestra oficina de lunes a viernes de 8 a 5 en el 830-774-8558, o usted puede enviar el Título VI Oficial en [mcanales@cityofdelrio.com](mailto:mcanales@cityofdelrio.com)

1. El nombre del denunciante: \_\_\_\_\_
2. Domicilio: \_\_\_\_\_
3. Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Zip código: \_\_\_\_\_
4. Numero de teléfono: \_\_\_\_\_ Otros: \_\_\_\_\_
5. Persona discriminada (si es distinto de querellante)  
Nombre: \_\_\_\_\_  
Domicilio: \_\_\_\_\_  
Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Zip código: \_\_\_\_\_  
\_\_\_\_\_
6. ¿Cuál fue la discriminación basada en? (Marques todas las que apliquen)  
 Raza \_\_\_\_\_  Color \_\_\_\_\_  Origen Nacional \_\_\_\_\_  
 Edad \_\_\_\_\_  Sexo \_\_\_\_\_  Discapacidad \_\_\_\_\_
7. Fecha de incidente dando lugar a la discriminación: \_\_\_\_\_
8. Describe como fueron discriminados. ¿Lo que paso y quien fue el responsable? Para espacio adicional, adjuntar hojas adicionales de papel posterior de la forma. \_\_\_\_\_  
\_\_\_\_\_

**Título VI Forma Externa de Queja Discriminación (continuado)**

9. ¿Qué representantes de la Ciudad de Del Rio son las personas que se alega fueron involucrados? \_\_\_\_\_  
\_\_\_\_\_

10. ¿Dónde tomo lugar el incidente? \_\_\_\_\_  
\_\_\_\_\_

11. ¿Los testigos? Por favor proporcione su información de contacto.

Nombre: \_\_\_\_\_

Domicilio: \_\_\_\_\_

Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Zip Código: \_\_\_\_\_

Teléfonos: \_\_\_\_\_ Otros: \_\_\_\_\_

Nombre: \_\_\_\_\_

Domicilio: \_\_\_\_\_

Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Zip Código: \_\_\_\_\_

Teléfonos: \_\_\_\_\_ Otros: \_\_\_\_\_

Nombre: \_\_\_\_\_

Domicilio: \_\_\_\_\_

Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Zip Código: \_\_\_\_\_

Teléfonos: \_\_\_\_\_ Otros: \_\_\_\_\_

12. ¿Has presentar esta queja con otra agencia federal, estatal, o local? (Compruebe el espacio correspondiente)  Sí  No

Si la respuesta es Sí, compruebe que cada denuncia agencia con:

Agencia Federal  Agencia Estatal  Agencia Local  Otros \_\_\_\_\_

13. Proporciona información de persona de contacto para también presento la queja con la

Agencia:

Nombre: \_\_\_\_\_

Domicilio: \_\_\_\_\_

Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Zip Código: \_\_\_\_\_

Teléfonos: \_\_\_\_\_ Otros: \_\_\_\_\_

Fecha: \_\_\_\_\_

**Firme la demanda en el espacio de abajo. Adjunte cualquier documento que crees que es compatible con su queja.**

\_\_\_\_\_  
**Firma del Demandante**

\_\_\_\_\_  
**Fecha**

**Título VI Forma Externa de Queja Discriminación (continuado)**

9. ¿Qué representantes de la Ciudad de Del Río son las personas que se alega fueron involucrados? \_\_\_\_\_  
\_\_\_\_\_

10. ¿Dónde tomo lugar el incidente? \_\_\_\_\_  
\_\_\_\_\_

11. ¿Los testigos? Por favor proporcione su información de contacto.

Nombre: \_\_\_\_\_

Domicilio: \_\_\_\_\_

Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Zip Código: \_\_\_\_\_

Teléfonos: \_\_\_\_\_ Otros: \_\_\_\_\_

Nombre: \_\_\_\_\_

Domicilio: \_\_\_\_\_

Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Zip Código: \_\_\_\_\_

Teléfonos: \_\_\_\_\_ Otros: \_\_\_\_\_

Nombre: \_\_\_\_\_

Domicilio: \_\_\_\_\_

Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Zip Código: \_\_\_\_\_

Teléfonos: \_\_\_\_\_ Otros: \_\_\_\_\_

12. ¿Has presentar esta queja con otra agencia federal, estatal, o local? (Compruebe el espacio correspondiente)  Sí  No

Si la respuesta es Sí, compruebe que cada denuncia agencia con:

Agencia Federal  Agencia Estatal  Agencia Local  Otros \_\_\_\_\_

13. Proporciona información de persona de contacto para también presento la queja con la

Agencia:

Nombre: \_\_\_\_\_

Domicilio: \_\_\_\_\_

Ciudad: \_\_\_\_\_ Estado: \_\_\_\_\_ Zip Código: \_\_\_\_\_

Teléfonos: \_\_\_\_\_ Otros: \_\_\_\_\_

Fecha: \_\_\_\_\_

**Firme la demanda en el espacio de abajo. Adjunte cualquier documento que crees que es compatible con su queja.**

\_\_\_\_\_  
**Firma del Demandante**

\_\_\_\_\_  
**Fecha**





**TITLE VI REQUIRMENT #7  
ACCOMODATIONS FOR LIMITED ENGLISH PROFICIENT PERSONS**

**Limited English Proficiency**

The City of Del Rio has developed the following implementation plan to meet requirements under Title VI of the Civil Rights Act of 1964, which seeks to improve access to services for persons with Limited English Proficiency (LEP). The purpose is to ensure that no person shall, on the grounds of race, color, national origin, age, sex or disability be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

Language Assistance Plan

1. Identifying LEP individuals who need language assistance

The City of Del Rio maintains strong historical, political, socio-cultural, and linguistic links to Mexico. As such, Spanish is spoken by the vast majority (70% according to the 2010-2014 American Community Survey 5-year Estimates – Attachment 3) of the population. The need to provide communications in Spanish is a generally accepted business practice and is fully integrated into the City's daily operations.

2. Language Assistance Measures

As previously stated, providing communications in both English and Spanish is a generally accepted business practice and is fully integrated in the City's daily operations. Notices regarding public hearings, projects, service operations, applications for program services are available.

3. Training Staff

The City's personnel are predominately bilingual. This ensures that personnel is able to provide information to the public in both English and Spanish. Cultural sensitivity to the language needs of the public are reinforced through trainings and meetings with employees.

4. Providing Notice to LEP Person

LEP Spanish speakers appear to be aware that language assistance is available to the general public. The City incorporates a variety of methods to communicate with the public in Spanish. These include printed information and announcements.

5. Monitoring and Updating LEP Plan

The City of Del Rio will maintain working relationships with various community organizations that serve LEP persons including:

- Middle Rio Grande Workforce Center
- San Felipe Consolidated Independent School District
- Southwest Junior College
- Sul Ross State University
- Val Verde County

## **TITLE VI REQUIREMENT #8 ENVIRONMENTAL JUSTICE**

Executive Order 12898, "Federal Actions to Address Environmental Justice in Minority Populations and Low-income Populations," signed in February of 1994, requires a federal agency to achieve EJ as a part of its mission by identifying disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority and low-income populations. FHWA requires the City of Del Rio to carry out EJ responsibilities as part of its nondiscrimination program.

### **Identification of Minority and Low-Income Populations**

City of Del Rio utilizes data from the U.S. Census Bureau, public outreach (scoping meetings, public meetings, and public hearings), information on poverty guidelines from the Department of Health and Human Services, and local agency coordination (including, but not limited to MPO's, local elected officials, municipalities, etc.) to establish demographic characteristics and trends. The data is used to identify and engage traditionally underserved populations, including those covered under existing EJ policies, as well as LEP populations.

## **TITLE VI REQUIREMENT #9 PUBLIC PARTICIPATION**

### **Public Participation Plan**

The Public Participation Policy for the City of Del Rio has been established to ensure adequate level of public involvement in the City's services in transit services and federal funded projects as directed by the Federal Transit Administration (FTA). Public Participation Plan will ensure to include all segments of the population, including minority or low-income communities and populations who are not proficient in English. Maps will be included to identify the EJ & LEP populations that will be effected by and transit and federal transit projects.

### **Transit Services**

The City of Del Rio Public Transit services will apply the public participation process in the following instances:

1. An increase in the fare charged for the demand response and fixed route services;
2. A new route is proposed.
3. A route segment is proposed through a neighborhood not previously served.
4. In order to comply with all Federal Transit Administration (FTA) requests and requirements for public participation.

The following are the methods for obtaining public comments:

- Customer Announcements – advertising on City's website, City's social media pages, local newspaper, and posting announcements of all public hearings to discuss transit issues.
- Passenger Surveys - passenger surveys shall be used to assess customer opinions about proposed route changes or fare increases. The surveys will be available to all clients utilizing the fixed route and demand response program. All surveys will be reviewed and data collected to assist in determining what best benefits the citizens as a whole.
- Public Hearings/Open Forums – Public hearings and/or open forums shall be held for specific communities to discuss proposed service changes that are system-wide and to gather comments on fare increase proposals. Logistics, publicity, minutes of meeting plus necessary follow-up are coordinated to ensure public concerns are accurately noted and the individuals or groups involved.
- Signage – Signs/flyers shall be produced to alert passengers of proposed or impending major service changes or fare increase.
- Advertisements – Paid advertisements are placed in local newspapers to provide information of fares to be changed.

- News Releases - News releases shall be used to publicize service changes, fare increases, and public meetings.

### **FHWA Funded Projects**

The City of Del Rio will ensure to have public participation for any planning and development of new projects funded with FHWA funds. Projects should identify the benefiting population/households and conduct surveys and questionnaires in regards to proposed projects.

The following are the methods for obtaining public comments:

- Public Hearings/Open Forums – Public hearings and/or open forums shall be held for specific communities to discuss proposed projects to gather comments and concerns. Logistics, publicity, minutes of meeting plus necessary follow-up are coordinated to ensure public concerns are accurately noted and the individuals or groups involved.
- Advertisements – Paid advertisements are placed in local newspapers to provide information on proposed projects.
- News Releases - News releases shall be used to publicize proposed projects and public meetings.
- Social Media – Announce all projects on City of Del Rio’s website and Facebook page.
- Survey Questionnaires – Distribution of survey questionnaires for the public located in the proposed project areas.

**TITLE VI REQUIREMENT #11**  
**SOLICITATION FOR BID/REQUEST FOR PROPOSAL**

The City of Del Rio will include the Title VI/Nondiscrimination paragraph from the U.S. DOT Standard Title VI Assurances in all solicitations for bid or Requests for Proposals. This will be implemented by the Purchasing Director of the City of Del Rio that is responsible for all solicitations for bids/request for proposal on behalf of the City of Del Rio.

*"The City of Del Rio, in accordance with the provisions of Title VI of the Civil Rights of Act 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, disadvantage 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, national origin in consideration for an award."*

**TITLE VI REQUIREMENT #12**  
**CONTRACT PROVISIONS (Attachment 4)**

The City of Del Rio, as a recipient of federal financial assistance will ensure that the clauses 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 be physically attached to all federal-aid construction contracts of \$10,000 or more.

**TITLE VI REQUIREMENT #13**  
**AFFIRMATIVE ACTION PROGRAM**

The City of Del Rio will ensure nondiscrimination in the award of contracts in connection with projects receiving federal financial assistance.

The City will conduct the following to ensure affirmative action compliance:

- City will ensure to participate in TXDOT's Disadvantage Enterprise Program.
- The City will distribute all information related the any procurement opportunities through the use of social media. Website, and advertising to ensure all bidders have access to obtaining information and opportunities.
- The City will ensure that the bidding and contract award procedures are consistent with the nondiscrimination and affirmative action requirements of Title VI.
- Assist and direct any disadvantaged, minority, and or women-owned businesses on the process to become a DBE.

**Attachment 1**

**Know Your Rights Poster (English/Spanish)**

**TxDOT Title VI Brochure (English/Spanish)**

# KNOW YOUR RIGHTS

**Title VI of the Civil Rights Act of 1964** prohibits discrimination on the ground of race, color, natural origin, sex, age, or disability in programs & activities receiving Federal financial assistance (U.S.C. Section 2000d).

The City of Del Rio is committed to practicing non-discrimination. **If you believe you have been subjected to discrimination you mail file a complaint with the City of Del Rio.**

For information visit us on the web at [www.cityofdelrio.com](http://www.cityofdelrio.com) and Click on **Civil Rights** – Title VI or call 830-774-8552.



# CONOZCA SUS DERECHOS

El Título VI de la Ley de los Derechos Civiles de 1964 es una ley federal que protege a los individuos contra la discriminación basada en raza, color, nacionalidad, edad, discapacidad, y sexo en los programas que reciben asistencia financiera federal. (42 U.S.C. Sección 2000d).

La Ciudad de Del Rio esta enfocada en garantiza que nadie sea discriminado(a). Si usted cree que ha sido discriminado(a) puede presentar una queja a la Ciudad de Del Rio.

Para más detalles visita la página de internet [www.cityofdelrio.com](http://www.cityofdelrio.com) y busca CITY OF **Del Rio**  
Civil Rights - Title VI (Derechos Civiles - Título VI) o comuníquese al  
Teléfono (830)774-8552.





## What information is included in a Title VI complaint?

A signed, written Title VI complaint must be filed within 180 days of the date of the alleged act of discrimination. The complaint must include the following information:

- Your name, address and telephone number. If you are filing on behalf of another person, include their name, address, telephone number and your relation to the complainant (e.g., friend, attorney, parent, etc.).
- The name and address of the agency, program or organization that you believe discriminated against you.
- A description of how, why and when you believe you were discriminated against. Include as much background information as possible about the alleged acts of discrimination.
- Your signature.

## What will TXDOT do with my complaint?

Upon receipt, the TXDOT Office of Civil Rights will determine which agency has jurisdiction to handle the complaint. If TXDOT does not have jurisdiction to handle the complaint, it will be forwarded to the appropriate agency. The allegations will be investigated and an attempt will be made to resolve any violations. If found, efforts to resolve any violations are unsuccessful, enforcement proceedings may be initiated to bring the recipient into compliance.

## Is there speech or hearing impairment assistance for filing a complaint?

Upon request, assistance will be provided if you are limited English proficient or disabled. Any complaint may be filed using an alternate format, e.g., computer disk, audio tape or in Braille. If you have a speech or hearing impairment, dial Texas Relay at 1-800/735-2988 or 711.

To file a Title VI complaint, you may obtain the necessary forms online by visiting:

[www.TXDOT.gov](http://www.TXDOT.gov)

or by contacting the Office of Civil Rights at the phone number listed below.

Mail the Title VI Complaint Form and Discrimination Complaint Consent/Release Form to:

**Texas Department of Transportation  
Office of Civil Rights  
125 E. 11th Street  
Austin, TX 78701**

**Phone: 1-866/480-2518  
Fax: 512/416-4751**



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TXDOT General Services Division

# Title VI

*Protecting Your Civil Rights  
is Good Business*

*It is our policy to ensure that no person in the United States of America shall on the grounds of race, color, national origin, sex, age or disability be excluded from the participation in, be denied the benefits of, or otherwise be*

*subjected to discrimination under any of our programs and activities.*



*"Simple justice requires that public funds, to which all taxpayers of all races contribute, not be spent in any fashion which encourages, entrenches, subsidizes or results in racial discrimination."*

President John F. Kennedy,  
in his message calling for the enactment  
of Title VI, 1963

# Title VI and you

This brochure is designed to help you understand your rights under Title VI of the Civil Rights Act of 1964.

## What is Title VI?

Title VI of the Civil Rights Act of 1964 is the federal law that protects individuals and groups from discrimination on the basis of their race, color and national origin in programs and activities that receive federal financial assistance. However, the Federal Highway Administration's (FHWA) reference to Title VI includes other civil rights provisions of federal statutes and related authorities to the extent that they prohibit discrimination in programs and activities receiving federal financial assistance.

## TXDOT's Title VI Policy

Pursuant to Title VI of the Civil Rights Act of 1964 as amended, the Civil Rights Restoration Act of 1987 and other nondiscrimination authorities, it is the policy of the Texas Department of Transportation (TXDOT) that discrimination based on race, color, national origin, sex, age or disability shall not occur in connection with any of its programs or activities.

TXDOT's efforts to prevent discrimination will address, but not be limited to, a program's impact upon access, benefits, participation, treatment, services, contracting opportunities, training opportunities, investigation of complaints, allocation of funds, prioritization of projects and the functions of planning, project development, design, right-of-way acquisition, construction and research.

## Authorities

The two main authorities enabling Title VI implementation, compliance and enforcement are the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987. However, other statutes, laws, regulations, executive orders and the United States Constitution provide guidance for the effective execution of the objectives of Title VI. These include:

- Federal-Aid Highway Act of 1973
- Section 504 of the Rehabilitation Act of 1973
- Americans with Disabilities Act of 1990
- Age Discrimination Act of 1975
- Uniform Relocation Act of 1970
- Executive orders 12898 and 13166

## Title VI Compliance

Title VI compliance is a situation where TXDOT has effectively implemented all the Title VI requirements or can demonstrate that every good faith effort has been made toward achieving this end.

Pursuant to 23 USC 302, the FHWA's primary recipient is the State Highway (Transportation) Agency. In Texas, TXDOT is that primary recipient. TXDOT (and its subrecipients and contractors) irrespective of tier, is required to prevent discrimination and ensure nondiscrimination in all programs and activities whether they are federally funded or not.

Subrecipients of federal assistance include cities, counties, contractors, consultants, suppliers, universities, colleges, transit and planning agencies.



## Programs Covered

Federally assisted programs include any highway, project, program or activity for the provision of services and/or other benefits. Such programs include education or training, work opportunities, health, welfare, rehabilitation, housing or other services, whether provided directly by TXDOT or indirectly through contracts or other arrangements with other agents.

## What discrimination is prohibited under TXDOT's Title VI program?

Discrimination under our Title VI program is an action or inaction, intentional or not, through which any intended beneficiary, solely because of race, religion, color, national origin, sex, age, disability or retaliation has been otherwise subjected to unequal treatment or impact, under any TXDOT program or activity.

Discrimination based on the grounds referenced above limit the opportunity for individuals and groups to gain equal access to services and programs. In administering federally assisted programs and activities, TXDOT cannot discriminate either directly or through contractual or other means by:

- Denying program services, financial aids or other benefits;
- Providing different program services, financial aids or other benefits, or providing them in a manner different from that provided to others;
- Segregating or separately treating individuals or groups in any manner related to the receipt of any program service or benefit;
- Restricting in any way the enjoyment of any advantage or privilege enjoyed by others receiving any program service or other benefits;
- Denying person(s) the opportunity to participate as a member of a planning, advisory or similar body;
- Denying person(s) the opportunity to participate in the program through the provision of services, or affording the opportunity to do so differently from those afforded others.

## Who may file a Title VI complaint?

A Title VI complaint may be filed by any individual or individuals who allege they have been subjected to discrimination or adverse impact under any TXDOT program or activity based on race, religion, color, national origin, sex, age, disability or retaliation.

## ¿Qué información se incluye en una demanda Título VI?

Una queja Título VI por escrito y firmada debe presentarse dentro de los 180 días de la fecha en que se alega que la discriminación ocurrió. La demanda debe incluir la siguiente información:

- Su nombre, dirección y teléfono. Si usted esta presentando la demanda en representación de una tercera persona, incluya su nombre, dirección y teléfono y la relación que tiene usted con la persona agredida (ej. amigo, abogado, padre, etc.).
- El nombre y la dirección de la agencia, programa u organización que usted cree discrimino en su contra.
- Una descripción de cómo, porque y cuando usted cree que discriminaron en su contra. Incluya la mayor cantidad de información que pueda sobre de los actos de discriminación que alega.
- Su Firma.

## ¿Qué hará TXDOT con mi Demanda?

Al recibir su demanda, la Oficina de Derechos Civiles de TXDOT determinará que agencia tiene jurisdicción para manejar la demanda. Si TXDOT no tiene jurisdicción para manejar la demanda, se le enviará a la agencia apropiada. Las alegaciones se investigaran y se intentará resolver cualquier, si es que se encuentren. Si los esfuerzos para resolver las violaciones no resultan exitosos, se dará inicio a procedimientos disciplinarios para asegurar el cumplimiento por parte del receptor demandado.

## ¿Hay ayuda para presentar la demanda para personas con problemas de oír o de hablar?

Se proveerá asistencia a personas con habilidad limitada en inglés o discapacidad si lo solicitan. Una demanda puede ser presentada usando un formato alternativo, p.ej en un disco de computadora, una cinta audio fónica o en Braille. Si usted tiene una discapacidad de oír o de habla, marque el Texas Relay al 1-800/735-2988 o al 711.

Para presentar una demanda Título VI, puede obtener las formas necesarias en el Internet en la siguiente dirección:

[www.TXDOT.gov](http://www.TXDOT.gov)

O se puede comunicar a la Oficina de Derechos Civiles al número que se menciona a continuación.

Envíe la forma de Demanda Título VI y la forma de Consentimiento a:

### Texas Department of Transportation

Office of Civil Rights

125 E. 11th Street

Austin, TX 78701

Teléfono: 1-866/480-2518

Fax: 512/416-4751



Departamento  
de Transporte  
del Estado de Texas

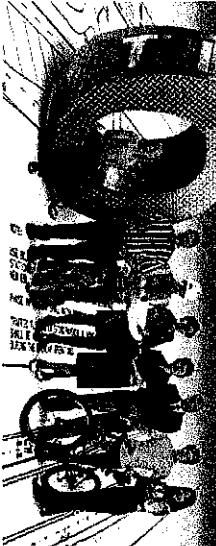
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# TÍTULO VI

*Proteger sus Derechos  
Civiles es Buen Negocio*

*Es nuestra política de que ninguna persona en los Estados Unidos, en base a su raza, color, nacionalidad, sexo, edad o incapacidad, se excluya de participar en, negar los beneficios de, o*

*someter a discrimi-  
nación bajo de  
nuestros programas  
y actividades*



*"La mera justicia requiere que fondos públicos, a los cuales contribuyen todas la razas, no se utilicen en una manera que anima, arraigue o subvenciona la discriminación racial."*

Presidente John F. Kennedy,  
en su mensaje que pide la promulgación  
de Título VI, 1963

# TÍTULO VI

*Este folleto esta diseñado a ayudarle a entender sus derechos bajo el Título VI de la Ley de Derechos Civiles de 1964.*

## ¿Qué es el Título VI?

El Título VI de la Ley de Derechos Civiles de 1964 es la ley federal que protege a los individuos y grupos de discriminación basada en raza, color y nación de origen en programas y actividades que reciben asistencia financiera federal. Sin embargo, cuando la Administración Federal de Carreteras de los Estados Unidos (FHWA, por sus siglas en inglés) hace referencia al Título VI, incluye otras provisiones de derechos civiles de estatutos federales y otras autoridades relacionadas de manera que prohíben la discriminación en programas y actividades que reciban asistencia financiera federal.

## Política del Título VI de TxDOT

Conforme al Título VI de la Ley de Derechos Civiles de 1964 enmendado, la Ley de Restauración de 1987 y otras autoridades en contra de la discriminación, es la política del Departamento de Transporte del Estado de Texas (TXDOT, por sus siglas en inglés) que discriminación basada en raza, color, nación de origen, género, edad o discapacidad no ocurrirá en ninguno de sus programas o actividades.

Los esfuerzos de TxDOT para prevenir la discriminación se dirigirán a, pero no serán limitados a, el impacto de un programa sobre el acceso, bienes, participación, trato, servicios, oportunidades de contratación, oportunidades de capacitación, investigación de quejas, disposición de fondos, priorización de proyectos y las funciones de planeación, desarrollo de proyectos, diseño, adquisición de derecho de vía, construcción e investigación.

## Autoridades

Las dos autoridades principales que hacen posible la implementación, conformidad y cumplimiento del Título VI son la Ley de Derechos Civiles de 1964 y la Ley de Restauración de 1987. Sin embargo, otros estatutos, leyes, reglamentos, Ordenes Ejecutivas y la Constitución de los EEUU proporcionan orientación para la efectiva orientación de los objetivos del Título VI. Estos incluyen:

- La Ley Federal de Asistencia Vial de 1973 (Federal-Aid Highway Act of 1973)
- Sección 504 de la Ley de Rehabilitación de 1973 (Section 504 of the Rehabilitation Act of 1973)
- Ley de ciudadanos Americanos con Discapacidades de 1990 (Americans with Disabilities Act of 1990)
- Ley de Discriminación de Edad de 1975 (Age Discrimination Act of 1975)

- Ley de Traslado Uniforme de 1970 (Uniform Relocation Act of 1970)
- Ordenes Ejecutivas 12898 y 13166 (Executive Orders 12898 and 13166)

## Cumplimiento del Título VI

TxDOT ha implementado efectivamente todos los requerimientos del Título VI o puede demostrar que ha hecho todos los esfuerzos de buena fe posibles para lograr dar cumplimiento al Título VI.

De conformidad con 23 USC 302, el receptor principal de FHWA es la Agencia Estatal de Transporte. En Texas TXDOT es el destinatario principal. TXDOT (y sus subdestinatarios y contratistas) independientemente del nivel, son responsables de prevenir discriminación y de asegurar que no exista discriminación en ningún programa o actividad, sean financiados con fondos federales o no.

Subdestinatarios de asistencia federal incluyen: ciudades, condados, contratistas, asesores, proveedores, universidades, escuelas y agencias de tránsito y planeación.



## Programas incluidos

Los programas que reciban asistencia financiera federal incluyen: cualquier proyecto vial, programa o actividad para la prestación de bienes y servicios. Tales programas incluyen educación o capacitación, oportunidades de trabajo, salud, asistencia pública, rehabilitación, viviendas y otros servicios. Ya sea que hayan sido proporcionados directamente por TxDOT o indirectamente a través de contratos u otros arreglos con otros representantes.

## ¿Qué tipo de discriminación está prohibida bajo el programa Título VI de TxDOT?

Discriminación bajo nuestro programa de Título VI es una acción o inacción, intencional o no, por medio de cualquier persona que sería beneficiada, haya sido sujeto a trato o impacto desigual bajo cualquier programa o actividad de TxDOT únicamente por su raza, religión, color, nación de origen, género, edad, discapacidad o represalias.

Discriminación basada en los términos arriba mencionados les limita a grupos e individuos la oportunidad de obtener acceso equitativo a programas y servicios. En la administración de programas y actividades que reciban asistencia financiera federal, TxDOT tampoco puede discriminar directa o indirectamente, por medio de contratos o cualquier otro medio para:

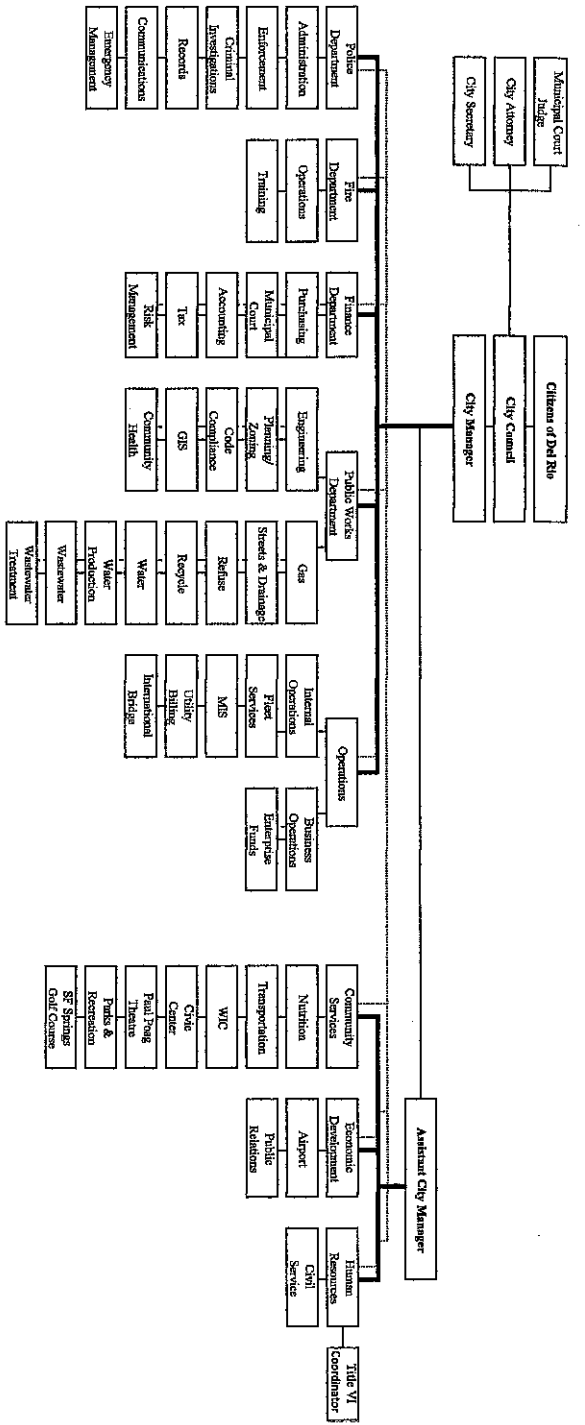
- Negar servicios del programa, apoyo financiero u otros beneficios;
- Proporcionando diferentes servicios, apoyo financiero u otros beneficios, o proporcionándolos de manera diferente a como se les proporcionó a otros;
- Segregar o tratar por separado a grupos o individuos de cualquier forma relacionada a la recepción de bienes y servicios;
- Restringir de cualquier manera el uso o goce de cualquier ventaja o privilegio de la cual otros que reciben bienes y servicios, usan o gozaran;
- Negarle a alguien la oportunidad de participar como miembro de un grupo de planeación, de asesoría u otro similar;
- Negarle a alguien la oportunidad de participar en el programa mediante la proporción de servicios o dándole la oportunidad de hacerlo de manera diferente de cómo se les proporcionó a otros.

## ¿Quién puede presentar una demanda Título VI?

Cualquier individuo(s) que alegue(n) que ha(n) sido sujeto(s) a discriminación o impactado(s) desfavorablemente bajo cualquier programa o actividad de TxDOT basados en raza, religión, color, nación de origen, género, edad, discapacidad o represalias puede presentar una demanda Título VI.

**Attachment 2**

**City of Del Rio Organizational Chart**



**City of Del Rio, Texas  
Organizational Chart**

## **Attachment 3**

# **Language Spoken At Home By Ability to Speak English 2006-2010 American Community Survey 5-year Estimates**



B16001

LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER

Universe: Population 5 years and over  
2006-2010 American Community Survey 5-Year Estimates

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, for 2010, the 2010 Census provides the official counts of the population and housing units for the nation, states, counties, cities and towns. For 2006 to 2009, the Population Estimates Program provides intercensal estimates of the population for the nation, states, and counties.

	Brownsville city, Texas	
	Estimate	Margin of Error
Total:	152,676	+/-687
Speak only English	17,495	+/-1,287
Spanish or Spanish Creole:	133,839	+/-1,493
Speak English "very well"	77,606	+/-1,723
Speak English less than "very well"	56,233	+/-1,742
French (incl. Patois, Cajun)	235	+/-123
Speak English "very well"	153	+/-93
Speak English less than "very well"	82	+/-71
French Creole:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Italian:	39	+/-27
Speak English "very well"	39	+/-27
Speak English less than "very well"	0	+/-127
Portuguese or Portuguese Creole:	28	+/-42
Speak English "very well"	23	+/-33
Speak English less than "very well"	5	+/-10
German:	51	+/-36
Speak English "very well"	32	+/-25
Speak English less than "very well"	19	+/-22
Yiddish:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Other West Germanic languages:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Scandinavian languages:	9	+/-15
Speak English "very well"	9	+/-15
Speak English less than "very well"	0	+/-127
Greek:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Russian:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127



	Brownsville city, Texas	
	Estimate	Margin of Error
Polish:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Serbo-Croatian:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Other Slavic languages:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Armenian:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Persian:	81	+/-123
Speak English "very well"	36	+/-54
Speak English less than "very well"	45	+/-70
Gujarati:	12	+/-23
Speak English "very well"	5	+/-10
Speak English less than "very well"	7	+/-13
Hindi:	131	+/-96
Speak English "very well"	105	+/-79
Speak English less than "very well"	26	+/-23
Urdu:	79	+/-99
Speak English "very well"	35	+/-60
Speak English less than "very well"	44	+/-73
Other Indic languages:	16	+/-25
Speak English "very well"	16	+/-25
Speak English less than "very well"	0	+/-127
Other Indo-European languages:	37	+/-80
Speak English "very well"	33	+/-70
Speak English less than "very well"	4	+/-10
Chinese:	144	+/-116
Speak English "very well"	99	+/-99
Speak English less than "very well"	45	+/-67
Japanese:	69	+/-63
Speak English "very well"	19	+/-22
Speak English less than "very well"	50	+/-61
Korean:	51	+/-40
Speak English "very well"	5	+/-9
Speak English less than "very well"	46	+/-36
Mon-Khmer, Cambodian:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Hmong:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Thai:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Laotian:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Vietnamese:	20	+/-30
Speak English "very well"	0	+/-127
Speak English less than "very well"	20	+/-30
Other Asian languages:	27	+/-34
Speak English "very well"	27	+/-34
Speak English less than "very well"	0	+/-127
Tagalog:	214	+/-127
Speak English "very well"	84	+/-44

	Brownsville city, Texas	
	Estimate	Margin of Error
Speak English less than "very well"	130	+/-113
Other Pacific Island languages:	39	+/-42
Speak English "very well"	39	+/-42
Speak English less than "very well"	0	+/-127
Navajo:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Other Native North American languages:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Hungarian:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
Arabic:	41	+/-44
Speak English "very well"	41	+/-44
Speak English less than "very well"	0	+/-127
Hebrew:	0	+/-127
Speak English "very well"	0	+/-127
Speak English less than "very well"	0	+/-127
African languages:	9	+/-14
Speak English "very well"	9	+/-14
Speak English less than "very well"	0	+/-127
Other and unspecified languages:	10	+/-16
Speak English "very well"	10	+/-16
Speak English less than "very well"	0	+/-127

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

While the 2006-2010 American Community Survey (ACS) data generally reflect the December 2009 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.

Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2000 data. Boundaries for urban areas have not been updated since Census 2000. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

Source: U.S. Census Bureau, 2006-2010 American Community Survey

#### Explanation of Symbols:

1. An '\*\*\*' entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.
2. An '-' entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.
3. An '-' following a median estimate means the median falls in the lowest interval of an open-ended distribution.
4. An '+' following a median estimate means the median falls in the upper interval of an open-ended distribution.
5. An '\*\*\*\*' entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.
6. An '\*\*\*\*\*' entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.
7. An 'N' entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.
8. An '(X)' means that the estimate is not applicable or not available.

**Attachment 4**

**Title VI Contract Provisions Appendix A-E**

## APPENDIX A

During the performance of this contract, the contractor, for 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 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 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 **City of Del Rio** 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 USC. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the **City of Del Rio** 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 **City of Del Rio** 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 **City of Del Rio**, its successors and assigns.

The **City of Del Rio**, 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 Texas Department of Transportation will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, 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 City of Del Rio 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 US. 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 City of Del Rio 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 Texas Department of Transportation will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the City of Del Rio 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 **City of Del Rio** 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 **City of Del Rio** 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 **City of Del Rio** will there upon revert to and vest in and become the absolute property of the **City of Del Rio** 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 USC. §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 USC. §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 USC. §324 et seq), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 USC. §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, 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 USC. §§ 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 USC. §47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12896, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).