

AGENCY NAME Title VI Plan

THIS DOCUMENT IS A TEMPLATE PROVIDED BY THE TxDOT CIVIL RIGHTS DIVISION'S TITLE VI TEAM. IT IS INTENDED FOR USE BY SUBRECIPIENTS/LOCAL GOVERNMENTS/ANY ENTITY REQUIRED TO DEVELOP A TITLE VI/NON-DISCRIMINATION PLAN. WHILE MUCH OF THE INFORMATION IN THIS TEMPLATE APPLIES TO ANY ENTITY REQUIRED TO COMPLY WITH TITLE VI, IT WAS DEVELOPED WITH RECIPIENTS OF FEDERAL HIGHWAY ADMINISTRATION FUNDS IN MIND.

EVERY PHRASE AND SECTION IN BLUE CAPITALIZED TEXT IS INTENDED TO BE DIRECTIONS OR REPLACED WITH CUSTOMIZED TEXT; HOWEVER, ANY OF THE TEXT, PICTURES AND TABLES MAY BE CUSTOMIZED, OR REPLACED. DIRECTIONS SHOULD BE DELETED BEFORE PUBLISHING. PLEASE READ THROUGH THIS TEMPLATE AND EDIT CAREFULLY BEFORE FINALIZING AND ADOPTING FOR YOUR USE. ALL THE POLICIES AND PROCESSES IN THIS TEMPLATE ARE SUGGESTED BEST PRACTICES. PLEASE NOTE THAT AFTER YOU FINALIZE, ADOPT, AND PUBLISH THIS DOCUMENT, YOUR AGENCY WILL BE HELD ACCOUNTABLE TO IMPLEMENT AND ENFORCE THE STATED POLICIES AND PROCEDURES.

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President Lyndon B Johnson signing the Civil Rights Act of 1964 (REPLACE PHOTO AND CAPTION AS NEEDED)

Introduction

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving federal financial assistance. Several other federal legal authorities supplement Title VI by extending protections based on age, sex, and disability. In addition, the Civil Rights Restoration Act of 1987 clarified Title VI enforcement by mandating that Title VI requirements apply to *all* programs and activities of federal-aid recipients regardless of whether any particular program or activity involves federal funds. Taken together, these laws require recipients and subrecipients of federal funds to ensure all programs and services are delivered to the public without discrimination.

[AGENCY NAME](#), as a recipient of federal financial assistance, will ensure full compliance with Title VI of the Civil Rights Act of 1964; 49 C.F.R. Part 21 (Department of Transportation Regulations for the Implementation of Title VI of the Civil Rights Act of 1964); 49 C.F.R. Part 21; and related statutes and regulations. [AGENCY NAME](#) acknowledges it is subject to and will comply with Federal Highway Administration Title VI Assurances.

This plan explains how [AGENCY NAME](#) incorporates the requirements of Title VI and related legal authorities into its operations. The plan will be used as a reference for [AGENCY NAME](#) and an

informational resource for the public. The plan will be updated *Time Frame (example: every 3 years)* to reflect changes in Title VI compliance operations.

Discrimination under Title VI

It is the responsibility of every *AGENCY NAME* employee to prevent, minimize, and eradicate any form of discrimination. There are two types of discrimination prohibited under Title VI and its related statutes: (1) disparate treatment that alleges similarly situated persons are treated differently because of their race, color, or national origin (*i.e.*, intentional discrimination); and (2) disparate impact/effects when a facially neutral policy, procedure, or practice results in different or inferior services or benefits to members of a protected group. The focus of disparate impact is on the consequences of a decision, policy, or practice rather than the intent.

Prohibited forms of discrimination may include, but not be limited to, the following:

- The denial of services, financial aid, or other benefits provided under a program;
- Distinctions in the quality, quantity, or manner in which a benefit is provided;
- Segregation or separation of persons in any part of the program;
- Restriction in the enjoyment of any advantages, privileges, or other benefits provided to others;
- Differing standards or requirements for participation;
- Methods of administration that directly or indirectly, or through contractual relationships would defeat or impair the accomplishment of effective nondiscrimination; or
- Discrimination in any activities or services related to a highway, infrastructure or facility built or repaired in whole or in part with federal funds.

AGENCY NAME efforts to prevent such discrimination must address, but not be limited to, how a program or activity:

- Impacts the public;
- Provides accessibility;
- Provides equal access to benefits;
- Encourages participation;
- Provides services equitably;
- Initiates contracting and training opportunities;
- Investigates complaints;

- Allocates funding; and
- Prioritizes projects.

Authorities

The authorities applicable to [AGENCY NAME](#) Title VI/Nondiscrimination Program include:

- **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 CFR Part 21** (entitled *Nondiscrimination in Federally-Assisted Programs of the Department of Transportation-Effectuation of Title VI of The Civil Rights Act of 1964*);
- **23 CFR Part 200** (FHWA's Title VI/Nondiscrimination Regulation);
- **28 CFR Part 50.3** (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964); and,
- **Texas Administrative Code** §9.4, Civil Rights – Title VI Compliance

Title VI Policy Statement

It is the policy of *AGENCY NAME* that no person shall on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any operation of *AGENCY NAME* as provided by Title VI of the Civil Rights Act of 1964 and related statutes.

This policy applies to all operations of *AGENCY NAME*, including its contractors and anyone who acts on behalf of *AGENCY NAME*. This policy also applies to the operations of any department or agency to which *AGENCY NAME* extends federal financial assistance. Federal financial assistance includes grants, training, use of equipment, donations of surplus property, and other assistance.

The nondiscrimination statement signed by *AGENCY NAME EXECUTIVE DIRECTOR, CITY MANAGER, OR TOP AGENCY OFFICIAL, NAME OF PERSON*, is included as **Attachment 1**.

Standard DOT Assurances

The U.S. DOT requires that federal financial assistance be provided on the condition that the recipient provides an assurance that its programs and activities will be conducted in compliance with Title VI of the Civil Rights Act of 1964. The requirement is located at 49 CFR 21.7(a). To support the implementation of this requirement, the U.S. DOT provided an assurances agreement in U.S. DOT Order 1050.2A that federal fund recipients and subrecipients must sign as a condition of receiving federal financial assistance.

The assurances agreement provides specific non-discrimination language, *AGENCY NAME*, is required to include in bid solicitations or requests for proposal, contracts, and real estate agreements. *AGENCY NAME* is committed to ensuring the necessary language is used as prescribed in the assurances agreement.

In accordance with this requirement, *AGENCY NAME* has signed the U.S. DOT Standard Title VI/Non-Discrimination Assurances and Appendices. The documents are attached as **Attachment 2 and Attachment 3**.

Organization and Staffing

TOP AGENCY OFFICIAL is ultimately responsible for assuring full compliance with the provisions of Title VI of the Civil Rights Act of 1964 and related statutes and has directed that non-discrimination is required of all agency employees, contractors, and agents pursuant to 23 C.F.R. Part 200 and 49 C.F.R. Part 21.

AGENCY NAME has assigned *NAME OF PERSON, JOB TITLE*, to perform the duties of the Title VI Coordinator and ensure implementation of the agency's Title VI program. The position of *JOB TITLE* is located within *NAME OF DEPARTMENT OR DIVISION*.

The Title VI Coordinator is responsible for:

- Maintaining and updating the Title VI plan on the agency's behalf;
- Ensuring relevant agency staff receive necessary Title VI training;
- Ensuring prompt processing of Title VI complaints and referral to Texas Department of Transportation;
- Developing procedures for the collection and analysis of statistical data;
- Developing a program to conduct Title VI reviews of program areas; and
- Developing Title VI information for dissemination internally and externally;

AN ORGANIZATIONAL CHART SHOULD BE ATTACHED AS A SUPPLEMENT TO THIS DESCRIPTION WITH THE TITLE VI COORDINATOR LISTED. YOU CAN INSERT IT ON THIS PAGE OR AS AN APPENDIX.

Primary Program Area Descriptions & Review Procedures

The *AGENCY NAME* engages in the following program areas:

EXAMPLES ARE PROVIDED BELOW. PLEASE TAKE TIME TO REVIEW THIS SECTION AND ADJUST IT SO THAT IT ACCURATELY REFLECTS YOUR DEPARTMENT'S APPLICABLE PROGRAM AREAS. THERE ARE ALSO OTHER APPROACHES TO TAKING AN INVENTORY OF PROGRAM AREAS (E.G., ROAD, BRIDGE AND RIGHT OF WAY MAINTENANCE, ROAD AND BRIDGE CONSTRUCTION MANAGEMENT, PERMITTING AND REGULATORY ENFORCEMENT, ETC.). YOU HAVE DISCRETION TO APPROACH THIS SECTION IN A WAY THAT WORKS BEST FOR YOUR DEPARTMENT.

Program Area and General Description	Title VI/Non-Discrimination Concerns and Responsibilities	Review Procedures for Ensuring Non-Discrimination
Right of Way: Issues public right of way permits for construction, transportation, business, and other activities.	Public right of way permits and relocations should not create unfair burdens.	Reviewing permits and relocations to ensure nondiscrimination.
Coordinates relocation of citizens whose property has been acquired for a right of way.	Collecting demographic data from property owners who may be subject to right of way activities.	Ensure demographic data is part of necessary right of way templates or forms.
	Ensuring property owners impacted by right of way activities are made aware of their right to be free from discrimination on the basis of race, color, or national origin under Title IV of the Civil Rights Act of 1964.	Ensure Title IV notice is consistently provided to property owners impacted by right of way activities.
Contracting: Develops and manages contracts and contracting opportunities, including	Maintaining an open and fair bidding process for all contracts.	Reviewing contracts for necessary Title VI language.

specifications, bidding process, and contract execution.	Ensure Title VI Assurances appendices are included in contracts as specified within the assurances document.	Reviewing any available data on contract recipients to ensure nondiscrimination in contracting. Reviewing bidding procedures to ensure nondiscrimination and equal opportunity.
Planning: Short-term and long-term planning of transportation projects	Ensuring comprehensive public participation to ensure all stakeholders have a chance to voice their opinions. Collecting demographic data from public engagement activities regarding demographics of public participants. Providing language access as needed.	Review planning decisions to ensure nondiscrimination. Reviewing public engagement activities periodically to determine whether engagement opportunities were offered to all communities. Documenting language access requests.
Public Engagement: Coordinates public engagement activities for planning and project development, as well as relationship-building engagement activities.	Comprehensive public participation to ensure all stakeholders have an opportunity to voice their opinions. Collecting demographic data from public engagement activities regarding demographics of public participants. Providing language access as needed. Disseminating Title VI information to the public to ensure they are aware of their rights to be free from discrimination.	Reviewing public engagement activities periodically to determine whether engagement opportunities were offered to all communities. Reviewing public engagement activities periodically to determine whether engagement opportunities were offered to all communities. Documenting language access requests.
Maintenance: Services roadways and right of ways, including, but not limited to, providing: Repair Signage Drainage Snow and ice removal	Ensuring no communities are subject to a disparate lack of maintenance services based on a protected class.	Reviewing resources provided to the community and determining whether any protected class communities have disproportionately benefited or been harmed by the delivery of maintenance services.

Data Collection and Analysis

DESCRIBE YOUR AGENCY'S PROCESS FOR COLLECTING AND ANALYZING DATA ON THE RACE, COLOR, NATIONAL ORIGIN, DISABILITY, AGE, SEX AND ANY OTHER POINT OF DEMOGRAPHIC INFORMATION OF PARTICIPANTS AND BENEFICIARIES OF YOUR AGENCY'S PROGRAMS AND ACTIVITIES. EXAMPLES ARE PROVIDED BELOW. THE SAME GUIDANCE IN THE PRECEEDING SECTION APPLIES HERE.

Program Area	Type of Data Collected & Process for Collecting	Purpose for Collecting the Data)
Right of Way	Collecting demographic data from property owners who may be subject to right of way activities by including inputs for demographic data on the field title report form.	Ensuring right of way activities do not disproportionately affect individuals or groups based on a protected class status.

Contracting	Identifying contractors who are a: Disadvantaged Business Enterprise (DBE) Historically Underutilized Business (HUB) Small Business Enterprise (SBE)	Ensuring equal opportunity in contracting to all individuals and groups.
Planning	Reviewing data from the U.S. Census Bureau and other credible sources to determine demographic make-up of the local community.	Ensuring project impacts do not disproportionately impact any individuals or groups based on a protected class status.
Public Engagement	Reviewing data from the U.S. Census Bureau and other credible sources to determine demographic make-up of the local community. Providing demographic questionnaires to public engagement participants and including demographic questions in public surveys.	Ensuring communications and interactions with the public sufficiently reach all local demographics.
Maintenance	Reviewing maintenance activities by geography and demographic makeup of communities receiving the maintenance services	Ensuring no communities are subject to a disparate lack of maintenance services based on a protected class.

Potential sources of data and analysis tools include:

- Census Data
- American Community Survey
- School Districts
- Forms or Surveys from the public
- MPO Committees (e.g., Citizen Advisory Committees)
- Field Observations

Title VI Complaint Procedures

Scope of Title VI Complaints

No person or groups of persons shall, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by [AGENCY NAME](#), and its contractors on the grounds of race, color, or national origin.

The scope of Title VI covers all internal and external activities of [AGENCY NAME](#).

The following types of actions are prohibited under Title VI protections (See [49 C.F.R. 21.5](#)):

- Excluding individuals or groups from participation in programs or activities
- Denying program services or benefits to individuals or groups

- Providing a different service or benefit or providing them in a manner different from what is provided to others
- Denying an opportunity to participate as a member of a planning, advisory or similar body that is an integral part of the program
- Retaliation for making a complaint or otherwise participating in any manner in an investigation or proceeding related to Title VI of the Civil Rights Act of 1964

THE COMPLAINT PROCEDURE BELOW IS AVAILABLE FROM THE TEXAS DEPARTMENT OF TRANSPORTATION (TXDOT) IN ENGLISH, SPANISH, VIETNAMESE, CHINESE, AND ARABIC.

YOU MAY USE TXDOT'S FORMS OR CREATE YOUR OWN. IT IS BEST PRACTICE TO TRANSLATE THE FORM INTO THE TOP 5 LANGUAGES SPOKEN IN YOUR DISTRICT.

How to File a Formal Title VI Complaint

Any person(s) or organization(s) believing they have been discriminated against on the basis of the protected classes stated above by [AGENCY NAME](#) or its contractors may file a Title VI complaint.

Discrimination complaints **must be received no more than 180 days after the alleged incident** unless the time for filing is extended by the processing agency.

Complaints should be in writing and signed and may be filed by mail, fax, in person, or e-mail. A complaint should contain the following information:

- A written explanation of the alleged discriminatory actions;
- The complainant's contact information, including, if available: full name, postal address, phone number, and email address;
- The basis of the complaint (e.g., race, color, national origin, etc.);
- The names of specific persons and respondents (e.g., agencies/organizations) alleged to have discriminated;
- Sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives Federal financial assistance; and
- The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is on-going.

Complainants are encouraged to submit complaints directly to the Texas Department of Transportation (TxDOT).

Complaints can also be filed by completing and submitting *AGENCY NAME's* Title VI Complaint Form available at *YOUR WEBSITE AND/OR TITLE VI EMAIL ADDRESS* or by sending an email or letter with the necessary information to:

AGENCY NAME

Mailing Address: *INSERT MAILING ADDRESS*

Email: *INSERT EMAIL ADDRESS*

Phone: *XXX-XXX-XXXX*

If necessary, the complainant may call the phone number above and provide the allegations by telephone. The Title VI Coordinator will transcribe the allegations of the complaint as provided over the telephone and send a written complaint to the complainant for correction and signature.

Complaints can also be filed directly with the following agencies:

Federal Highway Administration
U.S. Department of Transportation Office of Civil Rights
HCR-20, Room E81-320
1200 New Jersey Avenue, SE
Washington, DC 20590
Email: CivilRights.FHWA@dot.gov

Texas Department of Transportation
Civil Rights Division
Attn: Title VI Program Manager
125 E. 11th Street Austin, Texas 78701

ONLINE: INCLUDE THE LINK TO YOUR ONLINE COMPLAINT FORM IF AVAILABLE

After submitting a complaint, the complainant will receive correspondence informing them of the status of the complaint within ten (10) business days from *AGENCY NAME* or other agency receiving the complaint.

Complaints received by *AGENCY NAME's* Title VI Coordinator are forwarded to the TxDOT Office of Civil Rights (OCR). TxDOT OCR will forward the complaint to the FHWA Texas Division Office, along with a preliminary processing recommendation. The FHWA Texas Division Office will forward the complaint to FHWA Headquarters Office of Civil Rights (HCR).

FHWA HCR is responsible for all determinations regarding whether to accept, dismiss, or transfer Title VI complaints. There are four potential outcomes for processing complaints:

- **Accept:** if a complaint is timely filed, contains sufficient information to support a claim under Title VI, and concerns matters under the FHWA's jurisdiction, then HCR will send to the complainant, the respondent agency, and the FHWA Texas Division Office a written notice that it has accepted the complaint for investigation.
- **Preliminary review:** if it is unclear whether the complaint allegations are sufficient to support a claim under Title VI, then HCR may (1) dismiss it or (2) engage in a preliminary review to acquire additional information from the complainant and/or respondent before deciding whether to accept, dismiss, or refer the complaint.
- **Procedural Dismissal:** if a complaint is not timely filed, is not in writing and signed, or features other procedural/practical defects, then HCR will send the complainant, respondent, and FHWA Texas Division Office a written notice that it is dismissing the complaint.
- **Referral\Dismissal:** if the complaint is procedurally sufficient but FHWA (1) lacks jurisdiction over the subject matter or (2) lacks jurisdiction over the respondent entity, then HCR will either dismiss the complaint or refer it to another agency that does have jurisdiction. If HCR dismisses the complaint, it will send the complainant, respondent, and FHWA Division Office a copy of the written dismissal notice. For referrals, FHWA will send a written referral notice with a copy of the complaint to the proper Federal agency and a copy to the USDOT Departmental Office of Civil Rights.

Complaints are not investigated by [AGENCY NAME](#). FHWA HCR is responsible for investigating all complaints. FHWA HCR may also delegate the investigation to TxDOT OCR, who would then conduct all data requests, interviews, and analysis and create a Report of Investigation (ROI). TxDOT OCR will have sixty (60) business days from the date the investigation is delegated to prepare the ROI and send it to HCR. HCR will review the ROI and compose a Letter of Finding based on the ROI.

For further information about the FHWA investigation process and potential complaint outcomes, please visit the [Questions and Answers for Complaints Alleging Violations of Title VI of the Civil Rights Act of 1964](#).

Complaint Log

[AGENCY NAME](#) maintains a complaint log to document all activity related to the complaint. Information captured includes:

- Complainant's name, and if provided, race, color, and national origin;
- Respondent's name;
- Basis(es) of the discrimination complaint;
- Allegation(s)/Issue(s) surrounding the discrimination complaint;
- Date the discrimination complaint was filed;

- Date the investigation was complete;
- Disposition;
- Disposition date; and
- Other pertinent information.

Notice of Rights

In accordance with 23 CFR 200.9(a)(12), [AGENCY NAME](#) is required to develop Title VI information for dissemination to the general public and, where appropriate, in languages other than English. Notice of [AGENCY NAME](#) Title VI policies and procedures are listed in many places such as [LIST THE PLACES WHERE YOUR TITLE VI INFORMATION CAN BE LOCATED SUCH AS THE OFFICE LOBBY, PUBLIC INFORMATION MEETINGS, ONLINE, ECT.](#)

Notification to Beneficiaries

[AGENCY NAME](#) website is continuously updated to ensure Title VI information is readily accessible to the public. The website informs the public of their rights under Title VI and provides information on how to file a complaint. Title VI information available on [AGENCY NAME Web site](#) includes: [CUSTOMIZE AS APPROPRIATE](#)

- [AGENCY NAME](#) Title VI/Nondiscrimination Plan
- Title VI and Related Statutes Nondiscrimination Statement (English and Spanish)
- Title VI Nondiscrimination Assurances
- TxDOT's External Discrimination Complaint Form (English and Spanish)
- Title VI Poster
- [AGENCY NAME](#) Language Assistance Plan

Public Involvement

It is the goal of [AGENCY NAME](#) to provide continuous, effective and transparent access to all stakeholders. [AGENCY NAME](#) strives to inform all stakeholders about proposed plans and projects and seeks input when appropriate. [AGENCY NAME](#) utilizes the following methods to communicate information regarding upcoming activities and opportunities for public and stakeholder participation in the planning process:

- [NEWSLETTER/MAILINGS](#)
- [EMAIL BLASTS](#)

- *ONLINE ENGAGEMENT PLATFORMS*
- *MEDIA RELEASES*
- *NOTICES PUBLISHED IN THE TEXAS REGISTER*
- *VISUALIZATION PRESENTATIONS/TECHNIQUES*
- *LOCAL COMMUNITY PUBLIC MEETINGS*
- *STATEWIDE PUBLIC HEARINGS*
- *AGENCY NAME WEB SITE*
- *MPO WEB SITES*
- *FACEBOOK, TWITTER, AND NEXTDOOR*

Traditionally underserved communities can find it more difficult to engage with decision making entities due to scheduling conflicts, lack of transportation to public involvement events, language barriers, lack of childcare, etc. Genuine public involvement takes place at all levels and so *AGENCY NAME* aims to identify communities that may be affected by a project in order to plan appropriately and effectively for the potentially impacted groups. Sources of data used were listed above in the Data Gathering section. *AGENCY NAME* specifically uses the following sources to identify minority and populations with limited English proficiency.

- *US CENSUS TABLE P9 – HISPANIC OR LATINO AND NOT HISPANIC OR LATINO BY RACE*
- *ACS TABLE B16001 – LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER*

AGENCY NAME will use the following techniques to ensure that all members of the community have the opportunity to participate in the decision-making process:

- *HOLDING MEETINGS AT DIFFERENT TIMES OR ON THE WEEKEND*
- *HOLDING MEETINGS AT LOCATIONS IN NEIGHBORHOOD LIKE SCHOOLS OR PARKS*
- *PROVIDING VIRTUAL OPTIONS*
- *TRANSLATING DOCUMENTS INTO LANGUAGES OTHER THAN ENGLISH*
- *PROVIDING CHILD CARE AT MEETINGS*
- *HOLDING EVENTS ACCESSIBLE BY PUBLIC TRANSPORTATION*

Language Assistance and Limited English Proficiency

Individuals with Limited English Proficiency (LEP) are those who do not speak English as their primary language and have a limited ability to read, write, speak, or understand English as a result of their national origin. Under Title VI, these individuals may be entitled to language assistance with respect to a particular type of service, benefit, or encounter.

Per USDOT LEP guidance, as outlined on FHWA's Civil Rights website, recipients of federal funds are required to take reasonable steps to ensure meaningful access to their programs and activities by LEP persons. While designed to be a flexible and fact-dependent standard, the starting point is an individualized assessment that balances the following four factors.

- (1) **Number or proportion of LEP persons eligible to be served or likely to be encountered by the program:** The greater the number or proportion of LEP persons served or encountered, the more likely language services are needed. For the assessment to be accurate it must also include all communities that are eligible for services or are likely directly affected by the district's programs or activities, not only those that live next to a project.
- (2) **Frequency with which LEP individuals come in contact with the program:** Consider how frequently encounters with LEP individuals may occur. Encounters with LEP individuals are documented by the district Title VI liaison in quarterly reports to the Civil Rights Division. Additionally, consider events or work projects in the next year, which may increase the frequency with which LEP encounters may occur.
- (3) **Nature and importance of the program, activity, or service provided by the program to people's lives:** Some consideration should be given to TxDOT policies, programs, events and projects planned for the next year but generally the nature and importance of LEP encounters should be considered on a project-by-project basis.
- (4) **Resources available to the grantee/recipient or agency, and costs:** TxDOT has both internal and external resources available to assist with translation and interpretation services.

A general four-factor analysis will help anticipate and prepare for what may be needed; however meaningful four-factor analysis can only occur on a project-by-project basis. When preparing to publish a document, launch a campaign, hold a public meeting, etc., a focused four-factor analysis should be conducted to determine what type of language assistance is needed.

Training

[AGENCY NAME](#) will ensure that its staff understand Title VI of the Civil Rights Act of 1964 and how it may apply to their work. The following options are available for providing training:

Review of the [AGENCY NAME](#) Title VI Plan

- Attendance at any available Title VI trainings provided by the Texas Department of Transportation, U.S. Department of Transportation or its applicable operating administrations, or the U.S. Department of Justice.
- Viewing the video [Title VI at TxDOT](#) produced by TxDOT. This training provides a general Title VI overview as well as TxDOT specific information.
- Viewing the video [Understanding and Abiding by Title VI of the Civil Rights Act of 1964](#) produced by the U.S. Department of Justice

[AGENCY NAME](#) will maintain records indicating that staff have received sufficient training on a periodic basis.