



TITLE VI OF THE CIVIL RIGHTS ACT

TITLE VI PROHIBITS DISCRIMINATION



ON THE BASIS OF:

- **Race**
- **Color**
- **National Origin**
- **Sex**
- **Age**
- **Income Status**
- **Limited English Proficiency**

Title VI Program Requirements

- **Notifying the public:** LPAs must notify the public that no one will be excluded from participation, denied benefits, or discriminated against in any program or activity. They must also include instructions on how to file a Title VI discrimination complaint.
- **Submitting Title VI assurances:** LPAs must submit signed Title VI assurances to MaineDOT annually. They must also include language from USDOT Order 1050.2A in all contracts and agreements.
- **Designating a point of contact:** LPAs must designate a person responsible for coordinating Title VI efforts.
- **Routing complaints:** LPAs must establish a process for routing complaints.
- **Collecting demographic data:** LPAs must collect demographic data on their programs and activities.
- **Coordinating with MaineDOT:** LPAs must follow the policies and procedures of MaineDOT and coordinate with the risk-based review process.
- **Making efforts to ensure nondiscrimination:** LPAs must make every effort to ensure nondiscrimination in all of their programs and activities, even if they aren't federally funded.



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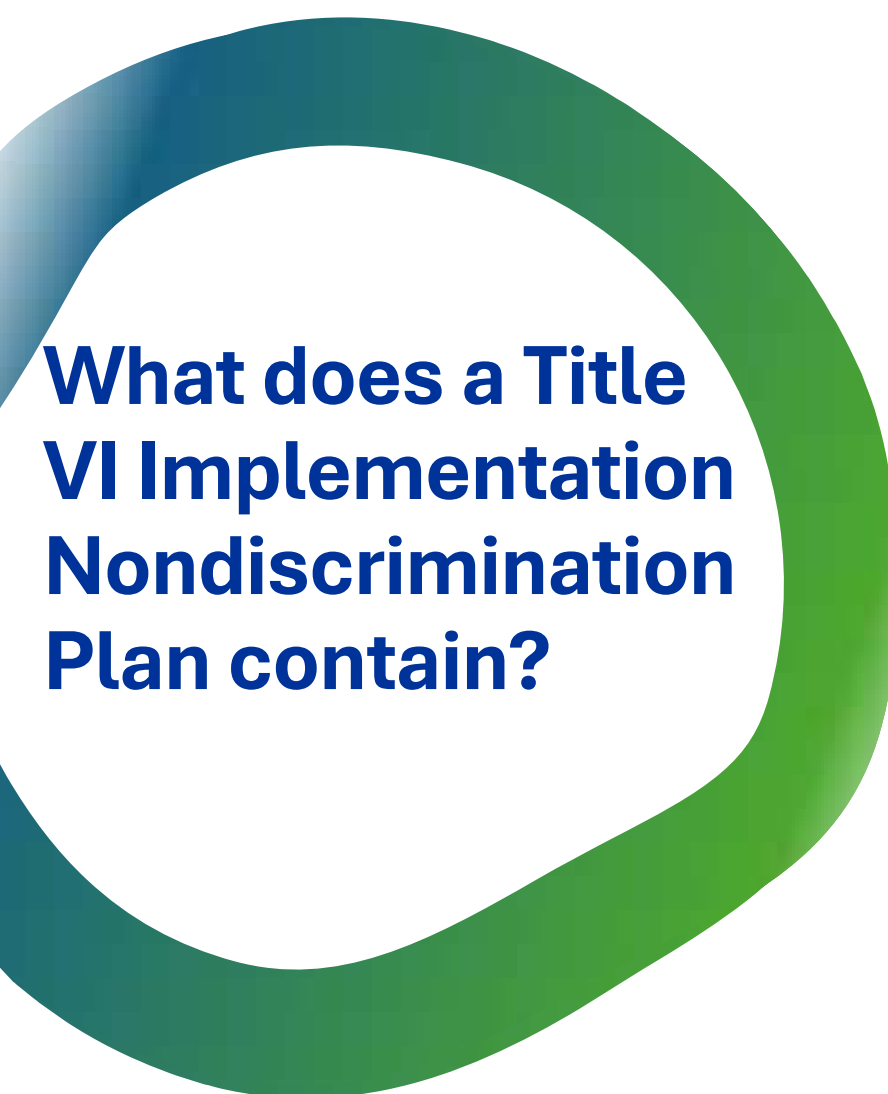
Title VI Program Requirements LPAs must meet:

- Title VI assurances
- Implementation/Nondiscrimination Plan
- Annual Reporting
- Environmental Justice Requirements

What is a Title VI Implementation Nondiscrimination Plan?

A Title VI Implementation Plan is the standard operating procedure for how Title VI of the 1964 Civil Rights Act is implemented and overseen by LPA's.





What does a Title VI Implementation Nondiscrimination Plan contain?

A Title VI Implementation Plan is intended to be a public document that conveys the day-to-day operations of the Title VI Program within an LPA. The plan should detail the who, what, how, when, and why for each LPA's programs and activities in relation to Title VI. The plan needs to be updated **annually**.



The Title VI Plan is required by 23 C.F.R. § 200.9 and contains **11 elements**. These elements may stand alone, but it is often more useful to address these elements together such as combining data collection and analysis with program area procedures, and LEP procedures rather than as a separate and independent elements.

11 Essential Elements of a Title VI Plan

1. Policy Statement
2. Standard USDOT Title VI Assurances.
3. Organization & Staffing
4. Program Area Review Procedures
5. Data Collection and Analysis Methods
6. Training Procedures
7. Complaint Procedures
8. Dissemination of Title VI Information
9. Limited English Proficiency
10. Review of Directives
11. Compliance & Enforcement Procedures

Policy Statement

A policy statement describes an LPA's commitment to not discriminate on the basis of race, color, national origin, sex, age, disability, limited English proficiency, or income status when carrying out programs or activities conducted by the agency, its contractors, or subrecipients of Federal assistance. The policy statement is signed by the agency's chief executive officer.

Standard DOT Title VI Assurances

- ❖ The Plan needs to include a signed copy of the **three** DOT Standard Title VI Assurances and Appendices A through E, which can be attached as an appendix to the Plan.
- ❖ At MaineDOT, these assurances are included in each Local Public Agency Agreement for a specific project.

Three DOT Standard Title VI Assurances

1. **Standard and Regulatory Authorities** - these reference the numerous legal acts, regulations, and Executive Orders that prohibit discrimination. Some authorities prohibit discrimination based on race, color, and national origin while others prohibit discrimination based on age, sex, disability, limited English proficiency and income status.
2. **General Assurances** – assure that LPA's will not engage in discriminatory practices.
3. **Specific Assurances** - describe proactive steps your agency must take to ensure nondiscrimination.

* Assurances must be included in all solicitations for bids the affirmation that bidders will receive a fair opportunity.

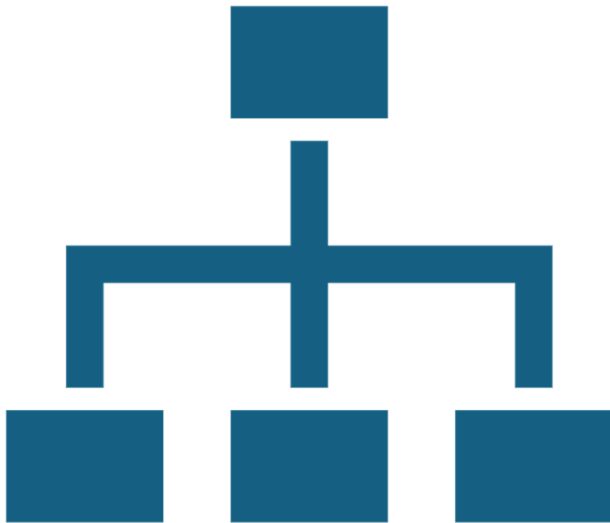


Organization and staffing shows how people in the agency support the program and resolve issues. The Title VI program organization will be managed by its administrator, who has direct access to the chief executive officer and is identified in the policy statement.

The Organization & Staffing Portion of a Title VI Plan:

1. Identifies the Title VI Coordinator who has easy access to the head of the agency as well as others who have Title VI responsibilities in the agency (Specialists, Liaisons, etc.).
2. Contains an organizational chart that identifies a Civil Rights Unit, and its placement in the agency.
3. Responsible for initiating and monitoring Title VI activities and preparing required reports (Goals and Accomplishment Report)
4. Responsible for developing Title VI information for dissemination (posting in public areas and on website)

Organization & Staffing

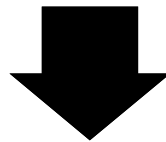


Program Area Review Procedures

The Plan must contain a brief description of the recipient's program areas, the Title VI responsibilities in each program area and include procedures for conducting internal reviews of the program areas.

Data Collection & Analysis Collection

The Plan needs to contain a process for collecting, analyzing, and reporting Title VI data on race, color, and national origin for each of its program areas.



You will need to analyze data collected to determine the effectiveness of outreach methods.



Staff Title VI Training Procedures



The Plan needs to describe the process the LPA uses to conduct Title VI training of staff members, including managers, supervisors and staff with frequent public contact.



Complaint Procedures

This section provides the steps the LPA will take if someone alleges discrimination.

Complaint Process and Procedures also addresses the actions the LPA will take if a contractor doesn't comply with Title VI program requirements.



All FHWA Title VI complaints received by a local agency are to be forwarded to MaineDOT to submit to the FHWA Division Office.



LPA's do not investigate complaints filed against them.



All complaints must be logged in complaint log.



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Dissemination of Title VI Information

- ❖ The Plan must contain community outreach and public education procedures.
- ❖ It also must describe how the public outreach data is collected and analyzed to ensure effectiveness.
- ❖ Know Your Rights Pamphlet
- ❖ Nondiscrimination/Title VI Poster

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NON-DISCRIMINATION/TITLE VI POSTER

Title VI and Nondiscrimination Commitment to all USDOT funded programs:
Pursuant to Title VI of the Civil Rights Act of 1964 and related laws and regulations, MaineDOT will not exclude from participation in, deny the benefits of, or subject to discrimination anyone on the grounds of race, color, national origin, sex, age or disability.

Complaint Procedures:
MaineDOT has established a discrimination complaint procedure and will take prompt and reasonable action to investigate and eliminate discrimination when found. Any person who believes that he or she has been aggrieved by an unlawful discriminatory practice under Title VI has a right to file a formal complaint with MaineDOT. Any such complaint must be in writing and filed with the MaineDOT Title VI Coordinator within one hundred eighty (180) calendar days following the date of the alleged discriminatory occurrence. For more information, please contact the MaineDOT's Title VI Coordinator.

ADA/504 Statement:
Pursuant to Section 504 of the Rehabilitation Act of 1973 (Section 504), the Americans with Disabilities Act of 1990 (ADA) and related federal and state laws and regulations, MaineDOT will make every effort to ensure that its facilities, programs, services, and activities are accessible to those with disabilities. MaineDOT will provide reasonable accommodation to disabled individuals who wish to participate in public involvement events or who require special assistance to access MaineDOT facilities, programs, services or activities. Because providing reasonable accommodation may require outside assistance, organization or resources, MaineDOT asks that requests be made at least five (5) calendar days prior to the need for accommodation. Questions, concerns, comments or requests for accommodation should be made to MaineDOT's ADA Coordinator.

Services are provided free without charge for individuals with special needs with disabilities. Any fees will be paid by the recipient or subrecipient. The public will have access to translations, "I Speak Cards", TTY-TDD services and vital documents translated when requested.

MaineDOT Title VI/ADA Coordinator:
Amy Hughes, Director
Civil Rights Office
Maine Department of Transportation
16 State House Station
Augusta, Maine 04333

Office Phone: (207) 624-3056
Cell Phone: (207) 592-5087
TTY: Users Dial MAINE RELAY 711

TITLE VI PROGRAM of the Civil Rights Act

MaineDOT will not allow discrimination by a MaineDOT employee or by recipients of federal aid funds such as cities, counties, contractors, or planning agencies. MaineDOT prohibits all discriminatory practices which may result in:

- Undue denial of any service, financial aid or benefit provided by the federally funded program;
- Different standards or requirements for participation in programs;
- Segregation or separate treatment within our programs;
- Differences in the quality, quantity or way in which a benefit is provided;
- Discrimination in any activities in a facility built with federal funds.

To ensure compliance with Title VI, and other related laws, MaineDOT:

- Avoids or reduces harmful health and environmental impacts which programs or activities might have on minority and low-income populations;
- Ensures the full and fair participation by all communities in its decision-making process;
- Provides the direct, reduction or delay of benefits for minority and low-income populations;
- Provides language interpreters to people who have difficulty understanding English.

How to File a Complaint

If you believe you have been discriminated against, you will need to file a written complaint. The complaint must be submitted within 180 days of the alleged discrimination. The complaint form is on our website for you to download.

Be prepared to fill in:

- Your name, address and phone number;
- The name and address of the organization you believe discriminated against you;
- Details of the alleged discrimination and any other relevant information; and
- The names of anyone we could contact regarding the alleged discrimination.

Once you have filled in the form, mail it to us:

MaineDOT Civil Rights Office
16 State House Station
Augusta, Maine 04333-0013
207-624-3056

Call Us with Questions

If you believe that you have been discriminated against because of your race, color, national origin, sex, age, disability or income level, or because you have difficulty with the English language, call us at 207-624-3056. MaineDOT's civil rights office will explain the process for filing a complaint. Complaint forms are on our website.

mainedot.gov/civilrights/title-vi

Know YOUR Rights

Language translation services available upon request.
Services de traduction de langues disponibles sur demande.
服務語言翻譯服務
Lighter or darker features are acceptable for us to make. Lighter or darker features are acceptable for us to make.
較亮或較暗的特徵是可接受的，以便我們為您提供服務。
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TTY Users Dial Maine Relay 711

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Limited English Proficiency (LEP)

The Plan must explain how LEP populations are identified and how your 4-factor analysis is applied to determine what translations are appropriate.



LEP covers persons who do not speak English as their primary language; and




Have a limited ability to read, speak, write or understand English.



The LPA must take reasonable steps to ensure meaningful access to programs, services, and information for persons identified as LEP.

Language Assistance Plan (LAP)

Language Assistance Plan must address LEP persons when an agency engages in public outreach events or public meetings. It must be free of charge and consist of both:



Interpretation - Immediate rendering of oral language from the source language into the target language; and



Translation - Rendering of a written text from one language into another language



Language Assistance Plan – Cont.

Language Assistance Resources Include:

- Bilingual Staff
- “I Speak” Cards or Language Identification Flashcard
- Qualified Interpreters
- Telephone Interpretation



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U.S. DEPARTMENT OF COMMERCE BUREAU OF ECONOMIC ANALYSIS U.S. DEPARTMENT OF COMMERCE	
LANGUAGE IDENTIFICATION FLASHCARD	
Hello, I'm from the U.S. Census Bureau. Is someone here now who speaks English and can help us? If not, please write your phone number and someone will contact you in English.	01. English
Buenos días (Buenas tardes), soy de la Oficina del Censo de los Estados Unidos. ¿Se encuentra alguien que hable inglés y pueda ayudarnos? Si no, por favor, anote su número de teléfono y alguien se comunicará con usted en español.	02. Spanish/ Español
Привітання, ми з Уряду США. Чи є у вас хтось, хто розуміє англійську мову? Якщо ні, будь ласка, запишіть номер телефону, і ми зв'язуємося з вами українською мовою.	03. Shqip/ Albanian
ሰላም! እኛ ከዚህ የሀገር ሪፖርት ለማድረግ እንደምንገባዎት እና እንደምንገባዎት እንገልጽ። ሌላ ሰው ለእኛ እንዲረዳን እንገልጽ።	04. አማርኛ/ Amharic
مرحباً، أنا من مكتب الإحصاء الأمريكي. هل يوجد هنا الآن شخص يتحدث الإنجليزية ويمكنه مساعدتنا؟ إذا لا يوجد، فلا تجاء أكتب رقم هاتفك وسنصل بك أحد الأشخاص باللغة العربية.	05. العربية/ Arabic
Салвуд! Мисл, аз сум од Биро на Економска Аналитика на США. Дали имате некој што може да ни помогне? Ако не, молиба да ни пишете телефонски број, па да ви се обврземе да ви се обврземе на македонски.	06. Македонски/ Macedonian
Здраво! Аз сум од Биро на Економска Аналитика на США. Дали имате некој што може да ни помогне? Ако не, молиба да ни пишете телефонски број, па да ви се обврземе да ви се обврземе на македонски.	07. বাংলা/ Bengali
Разрешете да ви се представя, аз съм от Бюрото по преброяване на населението на САЩ. Дали имате някой, който говори английски и би могъл да ни помогне? Ако не, моля, напишете своя телефонен номер, за да може някой от нашите съфитени да ви се обвърже на български.	08. Български/ Bulgarian

U.S. CENSUS BUREAU

FOUR FACTOR ANALYSIS

Factor One

Number/Proportion of LEP Persons in Service Area

- Include data from sources such as Census Bureau, American Community Survey (ACS), etc.
- Include a listing of the counts and percentages of LEP individuals present in your service area by language.
- Identify if any of the LEP languages reach the LEP threshold of 5%, or the Safe Harbor Threshold (1000 persons).

Factor Two

Frequency of Contact with LEP Persons

- How frequently does your organization encounter LEP persons?
- Are you in contact with LEP persons within a specific language group, and that language is not identified in Factor One?
- Include information gathered from face-to-face meetings with LEP persons or from surveys of LEP persons.
- Include information gathered from interviews with agency staff who typically come in contact with LEP persons.
- Include information kept by your organization on past interactions with members of the public who are LEP.

Factor Three

Nature & Importance of the Service to LEP Persons

- Provide a brief summary of the services, benefits, and activities offered by your organization.
- Gather input from CBO/FBOs on the importance of this service to LEP persons.

Factor Four

Resources Available & Overall Costs

- Include a brief summary of the resources available and overall costs of providing language assistance.
- Analyze budget to identify available funding for providing language assistance.



Review of Directives

The Plan needs to describe how the LPA reviews directives to determine if there are Title VI implications and interpret how directives impact Title VI program areas.



Review of Directives – Cont.



Why conduct reviews?



Reviews are the cornerstone of any Title VI Program and the requirements for reviews are woven throughout Title VI as part of an overall oversight program.



All entities that receive federal financial assistance (recipients) from the Federal Highway Administration (FHWA) are required to create establish and maintain effective internal control over the Federal award that provides reasonable assurance that the entity is managing the award in compliance with Federal statutes, regulations, and the terms and conditions of the Federal award. 2 C.F.R. §200.303(a).



For Title VI, all recipients are required to create “methods of administration for the program” to give a reasonable guarantee the recipient complies with Title VI. 49 C.F.R. §21.7(b).



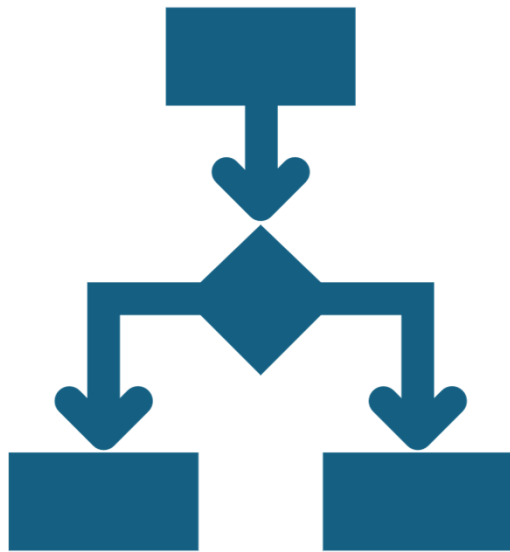
How should reviews be conducted?

Reviews are part of a process to:

- (1) Measure risk and
- (2) Mitigate risk

Reviews should therefore test two main aspects of compliance:

- 1. Whether the recipient's internal controls, themselves, are sufficient and compliant with regulations and other legal standards, and
- 2. Whether the implementation of the internal controls—actual projects and activities—is sufficient and compliant with regulations and other legal standards.



Compliance & Enforcement Procedures



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The Plan needs to outline Title VI compliance and enforcement procedures to address deficiencies or when noncompliance is determined for a contractor/subcontractor.

By signing the Title VI assurance document, LPAs agree to follow their implementation plan, participate in reviews with MaineDOT, and take enforcement actions when required against contractors. Failure to do so may result in a suspension or termination of Federal-aid on any or all federally funded projects. Consult your Title VI implementation plan when preparing for a review or responding to a complaint.

Additional Title VI & EEO Program Requirements



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Solicitations for bid/Requests for Proposals must include the following nondiscrimination paragraph from the U.S. DOT Standard Title VI Assurances:

“The Recipient, in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-Assisted programs of the Department of Transportation issued pursuant to such Act, hereby notifies all bidders that it will affirmatively that in any contract entered into pursuant to this advertisement, minority business enterprises be afforded full 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.”



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FHWA Form 1273

FHWA Form 1273 is required to be included in all FHWA contracts and sub-contracts.

<http://www.fhwa.dot.gov/programadmin/contracts/1273/1273.pdf>

FHWA-1273 - Revised October 20, 2000

**REQUIRED CONTRACT PROVISIONS
FEDERAL-aid CONSTRUCTION CONTRACTS**

I. General

II. Non-Applicable Provisions

III. Design, Plans, and Materials Provisions

IV. Construction Methods and Safety Standards for Roadways

V. Building or Altering the Contract

VI. Safety, Incident Prevention

VII. Public Statement Concerning Highway Projects

VIII. Implementation of Clean Air Act and Federal Water Pollution Control Act

IX. Certification Regarding Debarment, Suspension, Ineligibility and Exclusion Provisions

X. Declaration Regarding Use of Contract Funds for Learning

XI. Use of United States Flag Products

ATTACHMENTS

A. Requirement and Materials Provisions for Application Development Highway System or Application Local Access Road Contracts (included in Attachment contracts only)

B. GENERAL

1. Form FHWA-1273 must be physically transmitted to each construction contract listed under the U.S. Federal State Code as required in 20 CFR 632.102(a), including emergency contracts fully funded by federal monies. The contractor (or subcontractor) must insert this form in each subcontract specifying purchase orders, and agreements and other agreements for supplies or services. 20 CFR 632.102(a).

The applicable requirements of Form FHWA-1273 are incorporated by reference for each state contract purchase order, and agreement or agreement for other services. The contractor shall be responsible for compliance by any subcontractor (see the subcontract or purchase order). 20 CFR 632.102(a).

Form FHWA-1273 must be included in all Federal aid design, sub-contracts, in all sub-contracts and in turn the sub-contract specifying sub-contracts for design, estimates, purchase orders, and agreements and other agreements for supplies or services in accordance with 20 CFR 632.102. The contractor shall be responsible for compliance by any subcontractor (see the subcontract or purchase order).

Contracting agencies may reference Form FHWA-1273 as a condition for bids or requests for proposals, documents, requests, and Form FHWA-1273 shall be properly incorporated (or referenced) in all contracts, sub-contracts and lower tier sub-contracts specifying purchase orders, and agreements and other agreements for supplies or services related to construction contracts. 20 CFR 632.102(a).

2. Subject to the applicability criteria listed in the following sections, these contract provisions shall apply to all work performed on the contract by the contractor's own organization and to the execution of services under the contractor's immediate supervision and control by all work performed on the contract by subcontractors, subcontract work, or by subcontractors. 20 CFR 632.102(b).

3. A breach of any of the provisions contained in these Required Contract Provisions may constitute grounds for withholding of payment of progress payments, withholding of final payment, termination of the contract, suspension of payment or any other action determined to be appropriate by the contracting agency and FHWA.

4. Retention of Labor. During the performance of this contract the contractor shall not use non-resident labor for any purpose within the limits of a construction project as a Federal aid highway unless it is done performed by residents who are on record, experienced, resident, or permanent. 20 U.S.C. 11950. The term Federal aid highway does not include construction facilities classified as investments in interstate commerce. 20 U.S.C. 102(a).

5. NONDISCRIMINATION (20 CFR 632.102(a), 20 CFR Part 200, Subpart A, Appendix A, 49 CFR 11900)

The provisions of this section relative to 20 CFR Part 200, Subpart A, Appendix A, are applicable to all Federal aid construction contracts and to all related construction sub-contracts of \$10,000 or more. The provisions of 20 CFR Part 200 are not applicable to contract supply, engineering, or construction services contracts.

In addition, the contractor and all subcontractors must comply with the following sections, Executive Order 11246, 41 CFR Part 60, 28 CFR Parts 100, 101, 102, 103, 104, and 105, 48 CFR 101.11, 101.12, 101.13, 101.14, 101.15, 101.16, 101.17, 101.18, 101.19, 101.20, 101.21, 101.22, 101.23, 101.24, 101.25, 101.26, 101.27, 101.28, 101.29, 101.30, 101.31, 101.32, 101.33, 101.34, 101.35, 101.36, 101.37, 101.38, 101.39, 101.40, 101.41, 101.42, 101.43, 101.44, 101.45, 101.46, 101.47, 101.48, 101.49, 101.50, 101.51, 101.52, 101.53, 101.54, 101.55, 101.56, 101.57, 101.58, 101.59, 101.60, 101.61, 101.62, 101.63, 101.64, 101.65, 101.66, 101.67, 101.68, 101.69, 101.70, 101.71, 101.72, 101.73, 101.74, 101.75, 101.76, 101.77, 101.78, 101.79, 101.80, 101.81, 101.82, 101.83, 101.84, 101.85, 101.86, 101.87, 101.88, 101.89, 101.90, 101.91, 101.92, 101.93, 101.94, 101.95, 101.96, 101.97, 101.98, 101.99, 102.1, 102.2, 102.3, 102.4, 102.5, 102.6, 102.7, 102.8, 102.9, 102.10, 102.11, 102.12, 102.13, 102.14, 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FHWA Form 1273 – Cont.



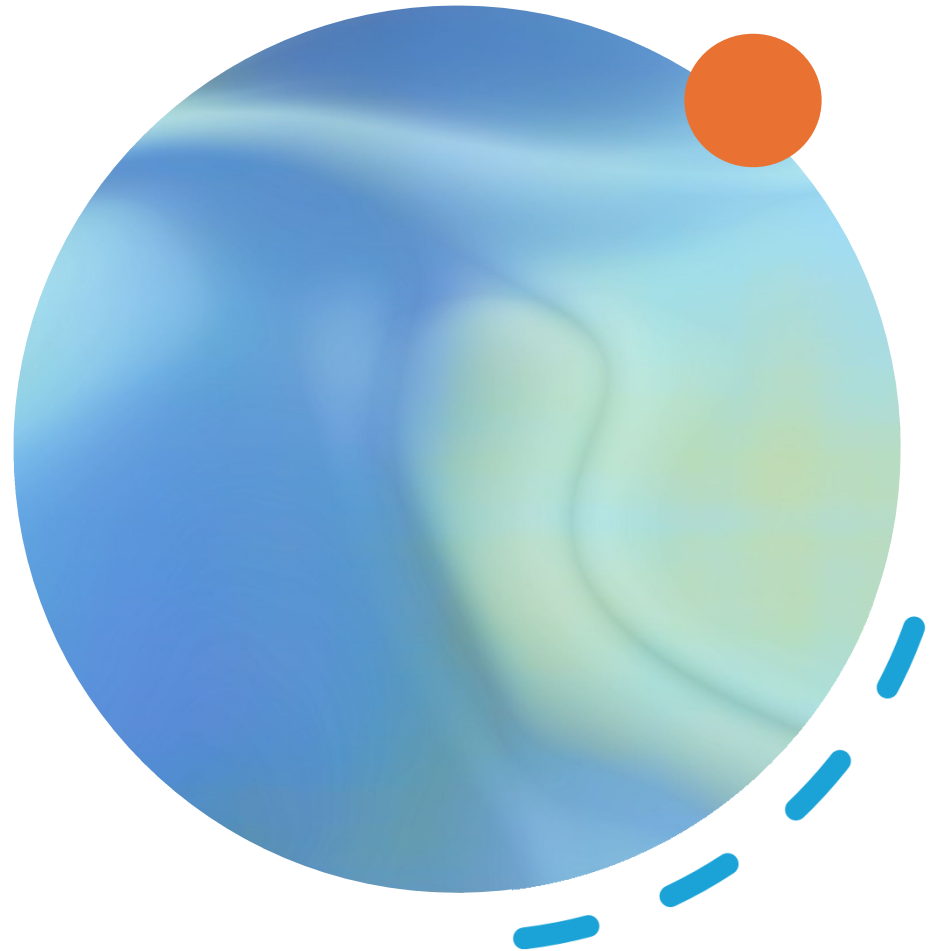
Form FHWA-1273 lists several Federal requirements to be included in federal-aid contracts. Included in this form are the mandated nondiscrimination provisions that apply to all contracts or subcontracts of \$10,000 or more.



Therefore, when your contractor signs the project contract, the nondiscrimination provisions of the Form FHWA-1273 become the contractors equal employment opportunity and affirmative action standards.



In addition, the contractor must insert these same nondiscrimination provisions in any subcontract associated with the project.



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Annual Reporting

Develop a Title VI/Nondiscrimination Annual Work Plan & Accomplishment Report that documents how the LPA is effectively implementing its Title VI/Nondiscrimination Program.

The Title VI/Nondiscrimination Annual Work Plan & Accomplishment Report should provide an overview of an LPA's current policies, procedures, and practices to ensure nondiscrimination.

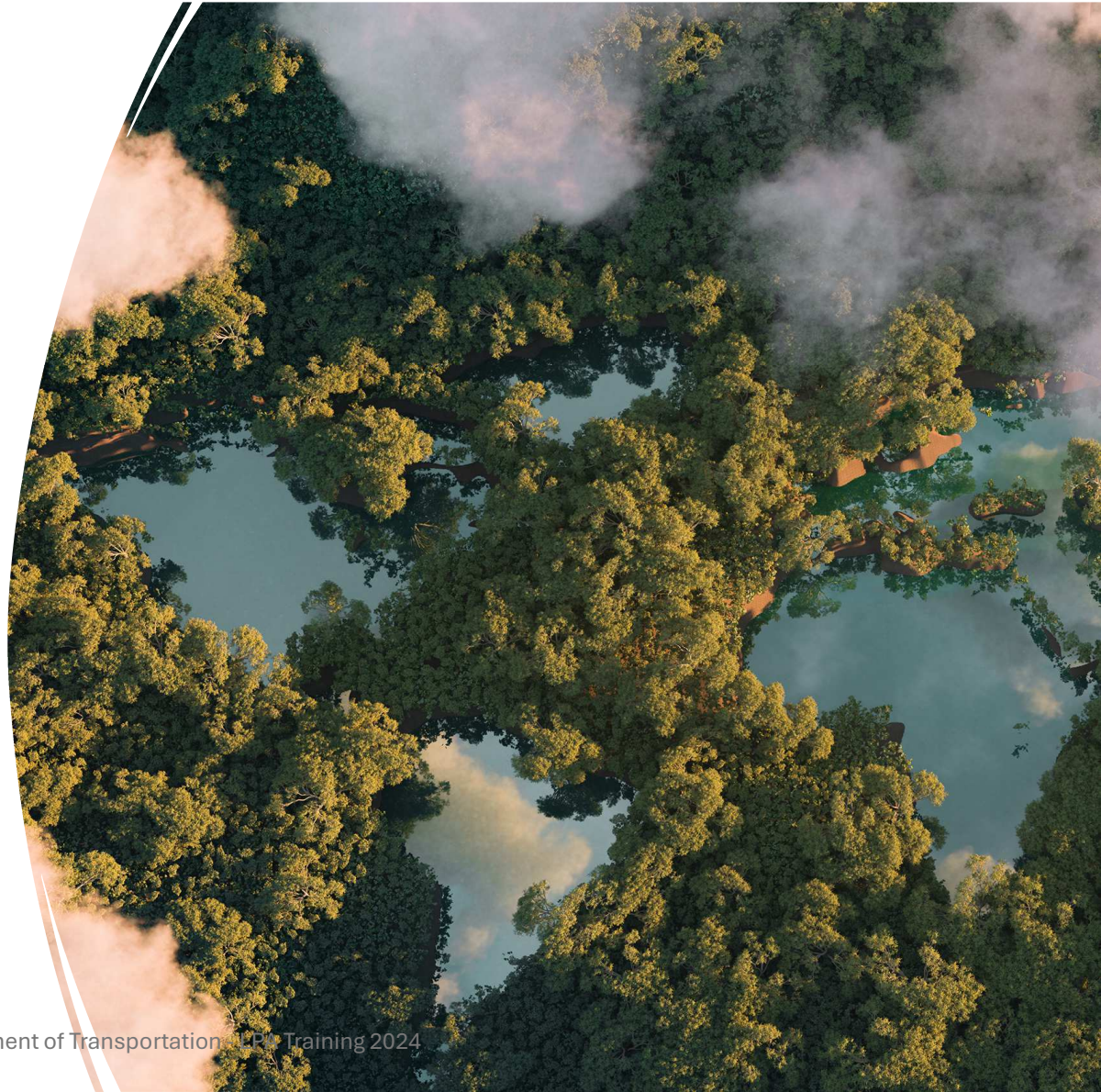
Environmental Justice Requirements

Each LPA shall make achieving environmental justice part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority and low-income populations.



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Environmental Justice Requirements – Cont.



- Integrate the requirements of Executive Order 12898, *Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations*, into the agency's programs, policies, and activities.
- Identify minority and low-income populations affected by a project using the most recent Census data and the definition of low-income as established by the U.S. Department of Health & Human Services.
- Develop public participation procedures to ensure the participation of the identified minority and low-income populations located within the limits of a proposed project.





Additional Resources

- Title VI of the Civil Rights Act of 1964 - <https://www.justice.gov/crt/fcs/TitleVI>
- FHWA's Office of Civil Rights Web site with resources to Title VI program implementation - <http://www.fhwa.dot.gov/civilrights/>
- U.S. DOT regulations for implementing its Title VI nondiscrimination requirements - <https://www.ecfr.gov/current/title-49/subtitle-A/part-21?toc=1>
- FHWA Title VI Toolkit - https://www.fhwa.dot.gov/civilrights/programs/title_vi_toolkit.cfm
- FHWA Resources in Data Collection - <chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.fhwa.dot.gov/civilrights/programs/docs/TitleVI%20Data%20collection.pdf>
- US Census Bureau Data Collection - <https://data.census.gov/>
- FHWA Form 1273 - <http://www.fhwa.dot.gov/programadmin/contracts>
- MaineDOT' Title VI/Nondiscrimination Annual Work Plan & Accomplishment Report Template - <https://www.maine.gov/mdot/civilrights/title-vi>
- MaineDOT's Title VI/Nondiscrimination Plan - <https://www.maine.gov/mdot/civilrights/title-vi/>



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Additional Resources - Cont

- **Civil Rights Program Requirements Overview Video** - <https://highways.dot.gov/fed-aid-essentials/videos/civil-rights/overview-fhwas-civil-rights-program-requirements-local>
- **Contract Nondiscrimination Requirements Video** - <https://highways.dot.gov/fed-aid-essentials/videos/civil-rights/nondiscrimination-requirements-construction-contracts>
- **Title VI/Nondiscrimination Assurances Video** - <https://highways.dot.gov/fed-aid-essentials/videos/civil-rights/title-vi/nondiscrimination-nondiscrimination-assurances>
- **Title VI Implementation Plans Video** - <https://highways.dot.gov/fed-aid-essentials/videos/civil-rights/title-vi/nondiscrimination-implementation-plans>
- **Fundamentals of Title VI Environmental Justice** - <https://www.nhi.fhwa.dot.gov/>
- **FHWA Manual for Processing External Complaints of Discrimination** - <http://www.fhwa.dot.gov/civilrights/programs/finalcomplaintmanual110410.cfm#sec11>
- **Environmental Justice Executive Order 12898** - <https://www.energy.gov/nepa/articles/eo-12898-federal-actions-address-environmental-justice-minority-populations-and-low>
- **FHWA Title VI Requirements for Subrecipients** - <chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://ftp.txdot.gov/pub/txdot-info/civ/title%20vi/title-vi-requirements-for-subrecipients.pdf>



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In the event that the intended person is unavailable, please feel free to reach out to one of the other members of the Civil Rights Team for assistance.