

Triangle Area Rural Planning Organization (TARPO)

Title VI Program Plan

February 14, 2019



TARPO

Triangle Area Rural Planning Organization
A Program of the Triangle J Council of Governments



Table of Contents

Title VI Nondiscrimination Policy Statement and Notice.....	3
Standard USDOT Title VI Assurances.....	4
Organization and Staffing.....	4
Title VI Coordinator.....	4
Staffing.....	5
Environmental Justice (EJ).....	5
Data Collection, Analysis, and Reporting.....	6
Population Locations.....	7
Limited English Proficiency (LEP).....	7
Four Factor Analysis.....	7
Language Assistance Plan.....	9
Dissemination of Title VI Information.....	11
External Discrimination Complaint Procedures.....	11
Filing of Complaints.....	12
Complaint Processing.....	13
Complaint Log.....	13
Review of Organizational Directives.....	14
Title VI Training.....	14
Compliance and Enforcement Procedures.....	14
Appendix A: Triangle Area Rural Planning Organization Title VI Assurances.....	16
Appendix B: Rural Transportation Advisory Committee (RTAC)/Rural Technical Coordinating Committee (RTCC) Membership.....	25
Appendix C: Organizational Chart.....	29
Appendix D: Demographic Tables.....	31
Race and Ethnicity.....	32
Age and Sex.....	32
Disability.....	33
Poverty.....	34
Household Income.....	35
Appendix E: Demographic Maps for Environmental Justice Analysis.....	36
Black/African-American Persons by Block Group.....	37
Non-black Persons of Color by Block Group.....	38
Hispanic or Latino Persons by Block Group.....	39
Median Age by Block Group.....	40
Persons with a Disability by Census Tract.....	41
Persons Below Poverty Level by Block Group.....	42
Median Household Income by Block Group.....	43
Spanish Language Speaking Persons who Speak English less than Very Well.....	44
Asian and Pacific Island Language Speaking Persons who Speak English less than Very Well.....	45
Appendix F: Investigative Guidance, Discrimination Complaint Form, and Complaints Log.....	46
Investigative Guidance.....	47
Triangle Area RPO Discrimination Complaint Form.....	49
Triangle Area RPO Discrimination Complaints Log.....	51
Appendix G: Compliance Review Checklist for FHWA Subrecipients.....	52



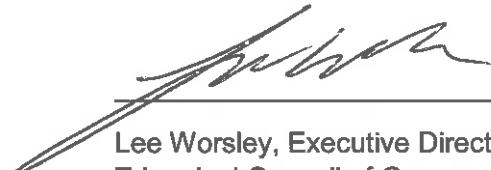
Title VI Nondiscrimination Policy Statement and Notice

It is the policy of the Triangle Area Rural Planning Organization (TARPO), as a federal-aid recipient, to ensure that no person shall, on the ground of **race, color, national origin, Limited English Proficiency, sex, age, or disability, (and low-income, where applicable)**, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any of our programs and activities, as provided by Title VI of the Civil Rights Act of 1964, Executive Orders 12898 and 13166, the Civil Rights Restoration Act of 1987, and other pertinent nondiscrimination authorities.

If you feel you have been subjected to discrimination, you may file a complaint. Allegations of discrimination should be promptly reported to our Title VI Coordinator:

Matthew Day, AICP CTP
4307 Emperor Boulevard, Suite 110, Durham, NC 27703
(919) 558-9397
mday@ticog.org

This policy is an expression of our commitment to nondiscrimination and support of the Title VI Program.



Lee Worsley, Executive Director
Triangle J Council of Governments

2-25-14

Date

Implementation (Dissemination)

- This Policy Statement contains contact information for the Title VI Coordinator, and also serves as our notice to the public.
- This statement will be signed by the Executive Director of the Triangle J Council of Governments, and re-signed whenever a new person assumes that position.
- The signed statement will be posted on office bulletin boards, in meeting rooms used by the Triangle Area Rural Planning Organization, and disseminated within brochures, reports and other written materials.
- The statement will be incorporated into Title VI training and acknowledgement activities.
- The statement will be posted or disseminated in languages other than English, when appropriate.
- Low-income will be applicable to our programs, policies and activities under Environmental Justice when determining if there will be disproportionately high and adverse effects.



Standard USDOT Title VI Assurances

Please refer to Appendix A of this Plan for a copy of our completed, signed USDOT Title VI Assurances.

Organization & Staffing

Rural Planning Organizations (RPOs) were established by the State of North Carolina in recognition of the need for more coordinated transportation planning in rural areas of the state not within a Metropolitan Planning Organization (MPO). An RPO is a voluntary organization of local officials formed through a Memorandum of Understanding to work cooperatively with NCDOT to plan rural transportation systems and to advise NCDOT on rural transportation policy. G.S. 136-212 identifies four primary duties for RPOs: (1) Develop, in cooperation with NCDOT, long-range, local and regional multimodal transportation plans; (2) Provide a forum for public participation in the transportation planning process; (3) Develop and prioritize suggestions for transportation projects the organization believes should be included in the Statewide Transportation Improvement Program; and (4) Provide transportation-related information to local governments and other interested organizations and persons. According to G.S. 136-211(b), an RPO must consist of at least three contiguous counties or a population of at least 50,000 people. RPOs receive Statewide Planning and Research (SPR) funds from NCDOT's Transportation Planning Division (TPD).

The Triangle Area Rural Planning Organization was established in 2002. Our planning area includes the following counties: Chatham (portion outside of Durham-Chapel Hill-Carrboro MPO), Lee, Moore, and Orange (portion outside of Durham-Chapel Hill-Carrboro MPO and Burlington-Graham MPO). Our Rural Transportation Advisory Committee (RTAC) has up to eight members (when all seats are filled) and meets bi-monthly. Our Rural Technical Coordinating Committee (RTCC) has up to twenty members (when all seats are filled) and meets bi-monthly immediately preceding the RTAC. Please refer to Appendix B for lists of current RTAC and RTCC members with race, gender, and affiliation included.

Title VI Coordinator

Key responsibilities of the Coordinator include:

- Maintaining knowledge of Title VI and related requirements;
- Attending civil rights training when offered by NCDOT, FHWA, or other federal agencies;
- Administering the Title VI Nondiscrimination Program and coordinating implementation of this Plan;
- Making sure internal staff and officials are familiar and complying with their Title VI obligations;
- Disseminating Title VI information internally and to the public, including in languages other than English;
- Presenting Title VI-related information to decision-making bodies for input and approval;
- Ensuring Title VI-related posters are prominently and publicly displayed;



- Developing a process to collect data related to race, national origin, sex, age, and disability to ensure minority, low-income, and other underserved groups are included and not discriminated against;
- Encouraging appointing authorities to ensure that non-elected boards and committees reflect the service area and minorities are represented;
- Promptly processing (receiving, logging, investigating and/or forwarding) discrimination complaints;
- Providing information to NCDOT and cooperating during compliance reviews and investigations; and
- Promptly resolving deficiencies to ensure compliance with Title VI nondiscrimination requirements.

If the Executive Director or Title VI Coordinator changes, the Title VI Policy Statement and USDOT Title VI Assurances will immediately be updated, and an updated policy statement and nondiscrimination agreement will be signed by the new Executive Director.

Staffing

The Triangle J Council of Governments currently has three employees assigned to work at least a portion of their time on the Triangle Area RPO, consisting of the following job categories:

- Regional Planning Director
- Principal Planner – serves as Title VI Coordinator
- GIS Analyst

The majority of work related to the Triangle Area RPO is performed by the Principal Planner. An organizational chart showing the Title VI Coordinator's place within the Triangle J Council of Governments is located in Appendix C.

Environmental Justice (EJ)

In 1994, President Clinton issued Executive Order 12898, Federal Actions to Address Environmental Justice (EJ) in Minority Populations and Low-income Populations. To comply with the Executive Order, federal agencies developed EJ guidelines for their funding recipients, including Federal Highway Administration (FHWA) Order 6640.23A. Accordingly, the Triangle Area Rural Planning Organization will make achieving EJ part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health and environmental effects of its programs, policies, and activities on minority populations and low-income populations.

EJ is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation and enforcement of environmental laws, regulations and policies. The three fundamental EJ principles that guide USDOT (affiliated) actions are:

- To avoid, minimize, or mitigate disproportionately high and adverse human health and environmental effects, including interrelated social and economic effects, on minority and low-income populations;



- To ensure the full and fair participation by all potentially affected communities in the transportation decision-making process; and
- To prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority and low-income populations.

To achieve EJ, our programs will be administered so as to identify and avoid disproportionately high and adverse effects on minority populations and low-income populations by:

1. Identifying and evaluating environmental, public health, and interrelated social and economic effects of our programs, policies and activities;
2. Proposing measures to avoid, minimize and/or mitigate disproportionately high and adverse environmental and public health effects, and interrelated social and economic effects, and providing offsetting benefits and opportunities to enhance communities, neighborhoods, and individuals affected by our programs, policies and activities, where permitted by law;
3. Considering alternatives to proposed programs, policies, and activities, where such alternatives would result in avoiding and/or minimizing disproportionately high and adverse human health or environmental impacts to minority and/or low-income populations;
4. Eliciting public involvement opportunities and considering the results thereof, including soliciting input from affected minority and low-income populations in considering alternatives; and
5. Adding an EJ section to plans and studies undertaken by the RPO.

EJ analyses will be conducted to determine if our programs, policies, or activities will result in disproportionately high and adverse human health and environmental effects on minority populations and low-income populations. EJ applies to our policies, such as where public meetings will be held, and our projects, such as when we plan to construct or expand a facility. Thus, we will look at various alternatives and seek input from potentially affected communities before making a final decision. Demographic data will be collected to document public involvement in the decision-making process. EJ analyses will remain on file indefinitely, and copies will be provided to NCDOT, upon request, during compliance reviews or complaint investigations. See Appendix D – Tables for Race/Ethnicity and Poverty.

Data Collection, Analysis, and Reporting

Data collection, analysis, and reporting are key elements of a successful Title VI enforcement strategy. To ensure that Title VI reporting requirements are met, TARPO will collect and maintain data on potential and actual beneficiaries of our programs and services. This section contains relevant population data for our overall service area. The data provides context for the Title VI Nondiscrimination Program and will be used to ensure nondiscrimination in public outreach and delivery of our programs. Please refer to Appendix D for demographic tables on Race/Ethnicity, Age, Sex, Disability, Poverty, and Household Income.

Population Locations

Recipients of FHWA funds are required to identify the characteristics and locations of populations they serve, particularly by race/ethnicity, poverty and limited English proficiency. We will document this narratively or through maps that overlay boundaries and demographic features on specific communities, and provide this information to NCDOT upon request. See Appendix E for Demographic Maps.

Limited English Proficiency (LEP)

Limited English Proficient (LEP) persons are individuals for whom English is not their primary language and who have a limited ability to read, write, speak, or understand English. These individuals reported to the U.S. Census Bureau that they speak English less than very well.

To comply with USDOT's LEP Policy Guidance and Executive Order 13166, this section of our Title VI Plan outlines the steps TARPO will take to ensure meaningful access by LEP persons to all benefits, services and information provided under our programs and activities. A four factor analysis was conducted to determine the LEP language groups present in our planning area and the specific language services that are needed.

Four Factor Analysis

This Four Factor Analysis is an individualized assessment that balances the following four factors:

1. The number or proportion of LEP persons eligible to be served or likely to be encountered by a program, activity, or service of the recipient or grantee;
2. The frequency with which LEP individuals come in contact with the program;
3. The nature and importance of the program, activity, or service provided by the recipient to people's lives; and
4. The resources available to the recipient and costs.

FACTOR 1: THE NUMBER OR PROPORTION OF LEP PERSONS ELIGIBLE TO BE SERVED OR LIKELY TO BE ENCOUNTERED BY THE PROGRAM, ACTIVITY, OR SERVICE OF THE RECIPIENT

Language Spoken at Home	Estimate	Margin of Error	Percent of Population	Margin of Error
Total (population 5 years and over):	232,569	+/- 1,731	100%	
Speak only English	204,882	+/- 1,886	88.1%	+/- 1.5%
Spanish or Spanish Creole	22,401	+/- 1,148	9.6%	+/- 0.6%
Speak English "very well"	10,753	+/- 981	4.6%	+/- 0.5%
Speak English less than "very well"	11,648	+/- 958	5.0%	+/- 0.5%

Data Source: 2011-2015 American Community Survey, Table B16001

Note: Uses county-level data for Lee and Moore Counties (entirely within TARPO), but uses census tract-level data for Chatham and Orange Counties and excludes any tracts that are entirely outside of TARPO. Excluded tracts in Chatham County are 201.03, 201.05, and 207.01. Excluded tracts in Orange County are 107.01, 107.03, 107.05, 107.06, 109.01, 109.02, 110, 112.04, 112.05, 113, 114, 115, 116.01, 116.02, 117, 118, 119.01, 119.02, 121, 122.01, and 122.02.

In the TARPO region, the only LEP group that meets the required 5% or 1,000 person threshold is the group speaking Spanish or Spanish Creole. These populations are primarily clustered in



the Sanford area of Lee County, the Siler City area of Chatham County, and the Robbins/Westmoore area of Moore County, with smaller pockets elsewhere.

It should be noted that *if all of Orange and Chatham Counties were included in the analysis*, rather than only the portions within the TARPO planning area, then the threshold would also be met for the Chinese speaking population. However, this group is clustered in the Chapel Hill area of Orange County, which is outside the TARPO planning area.

FACTOR 2: THE FREQUENCY WITH WHICH LEP INDIVIDUALS COME IN CONTACT WITH THE PROGRAM

The primary situation in which LEP individuals are likely to interact with TARPO is during public meetings and public outreach related to long-range plans and project development. In most, but not all, cases these meetings and outreach efforts are led either by NCDOT or a local government/agency, with TARPO in a supporting role (with the exception of TIP prioritization, which is led by TARPO). These activities include public hearings, public workshops, public surveys, website materials, etc. related to Comprehensive Transportation Plans (CTPs), funded TIP projects, TIP prioritization, local bicycle and pedestrian plans, and local transit plans. These types of activities happen on an irregular basis, as dictated by project schedules, and are usually fairly infrequent. CTPs within a community are generally updated once every decade on average, TIP prioritization typically occurs once every two years, and TIP project development activities occur on an as-needed basis.

LEP individuals might also come into contact with TARPO through our regular RTCC and RTAC meetings, which typically occur bi-monthly.

FACTOR 3: THE NATURE AND IMPORTANCE OF THE PROGRAM, ACTIVITY, OR SERVICE PROVIDED BY THE RECIPIENT TO PEOPLE'S LIVES

The TARPO activities that are most likely to be important/relevant to LEP persons are those related to Comprehensive Transportation Plans, other transportation plans (such as bicycle/pedestrian or transit), and TIP project development. These are the two points in the process where people are most likely to be impacted in terms of project-level decisions that could effect their property/community/travel, and are typically the two points in the transportation planning and development process when we hear the most feedback from the public in general.

FACTOR 4: THE RESOURCES AVAILABLE TO THE RECIPIENT AND COSTS

In many cases, NCDOT has primary responsibility for the activities that are most important to LEP persons, such as Comprehensive Transportation Plans and TIP project development. In these cases, TARPO has a support role and will rely on resources available from NCDOT as the project lead. In situations where TARPO has lead responsibility for an activity, or is helping a local government or local agency with an activity, we have access to the following available resources to reach out to the LEP community:

- NCDOT Public Involvement Unit contact lists for translation services and Spanish-language media outlets
- Spanish-speaking staff of Triangle J Council of Governments (if any)
- Online translation resources such as Google Translate

Any costs related to these translation services will be billed as regular TARPO expenses eligible for 80% reimbursement from NCDOT.

Language Assistance Plan

As a result of the above four-factor analysis, a Language Assistance Plan was required. This Language Assistance Plan represents our commitment to ensuring non-discrimination and meaningful access by persons who have Limited English Proficiency (LEP). This Language Assistance Plan also details the mechanisms we will use to reach LEP persons and the language assistance services we provide. We will provide services to any person, upon request. If an individual is LEP, we will work with the individual to ensure they receive the needed transportation service. Our employees will be routinely oriented on the principles and practices of Title VI and LEP to ensure fairness in the administration of this Language Assistance Plan.

LANGUAGE ASSISTANCE MEASURES

The following general language assistance measures are reasonable and achievable for our organization at this time:

- Translating public notices published in the local newspaper or posted in public locations into *Spanish*.
- Translating vital documents—such as plan summaries—into *Spanish*.
- Providing a Google Translate button on the TARPO website for translation of website content into *Spanish*.
- Making a concerted effort to inform LEP persons of available language assistance via staff, media, relationship-building within organizations, and our website.
- Posting vital bulletin board information and disseminating community surveys in various languages.
- Providing translation and interpretive services when appropriate (upon request or predetermined) at meetings.
- Determining how best to take public involvement to LEP groups directly, including through small group meetings.
- When possible, utilizing staff who speak a language other than English and can provide competent language assistance. *Note: We will not ask community-based organizations (CBOs) to provide or serve as interpreters at our meetings. Relying on CBOs in that capacity could raise ethical concerns. If a CBO decides (on its own) to translate any materials for its constituents, or bring interpreters it trusts to our meetings, we will not object—that is their right.*
- Using language identification flash cards to determine appropriate services.
- Establishing a process to obtain feedback on our language assistance measures.

WRITTEN TRANSLATION AND ORAL INTERPRETATION

Vital documents will be translated for each eligible LEP language group in our service area that constitutes 5% or 1,000, whichever is less, of the population of persons eligible to be served or likely to be encountered. Translated materials will be placed online and in appropriate public (or private) places accessible to LEP persons. The safe harbor provisions apply to the translation of written documents only, and do not affect the requirement to provide meaningful access to



LEP individuals through competent oral interpreters where oral language services are needed and are reasonable. When appropriate, translation of any document will be communicated orally in the appropriate language.

In the event that the 5% trigger is reached for a LEP language group that is fewer than 50 persons, written notice will be provided in the primary language of that group of the right to receive competent oral interpretation of vital written materials, free of cost. The most effective method of notice will be determined in consideration of the circumstances on the ground and in coordination with LEP community contacts.

STAFF SUPPORT FOR LANGUAGE ASSISTANCE

- Our staff will be provided with a list of referral resources that can assist LEP persons with written translation and oral interpretation, including the Title VI Coordinator and consultants available for contracting to provide LEP services. This list will be updated as needed to remain current.
- TARPO's main office will have available language assistance flash cards and materials translated into the languages that meet the safe harbor threshold. When encountering an LEP person, staff should present the individual with an iSpeak flash card and let them choose the language—staff should not assume their preferred language. Assistance may be sought from bilingual staff fluent in the identified language (if available) before contacting a referral resource. The encounter must be documented and reported to the Title VI Coordinator.
- *Training:* All employees will be instructed on our procedures for providing timely and reasonable assistance to LEP persons. New employee orientation will also explain these procedures to new hires. Staff routinely encountering LEP persons by telephone or in person will receive annual refresher training. All other employees will be reminded of LEP through annual Title VI program acknowledgements and basic Title VI trainings.

PROJECT-SPECIFIC LEP OUTREACH

A project-specific four factor analysis will be conducted for any project or outreach event limited to a specific geographical area (i.e., the project study area or outreach area, respectively). Language assistance will be provided in accordance with the measures already outlined, including translating written materials for each LEP language group that is 5% or 1,000, whichever is less, of the project or outreach area population.

MONITORING AND UPDATING THE LANGUAGE ASSISTANCE PLAN

Monitoring of daily interactions with LEP persons will be continuous, thus language assistance techniques may be refined at any time. This Plan will be periodically reviewed—at least annually—to determine if our assistance measures and staff training are working. Resource availability and feedback from agency staff and the general public will be factors in the evaluation of any proposed updates. Among other practices, this process will include working with the LEP community contacts to determine if our employees are responding appropriately to requests made with limited English or in languages other than English, and observing how agency staff responds to requests, including observing drivers or surveying riders. To the best of our ability, we will attempt to never eliminate a successful existing LEP service. Significant LEP program revisions will be approved by our Rural Transportation Advisory Committee

(RTAC) and signed and dated accordingly by the Triangle J Council of Governments Executive Director. LEP data and procedures will be reviewed (and updated if appropriate) at least once every three years.

Dissemination of Title VI Information

In accordance with 23 CFR 200.9(b)(12) and 49 CFR 21.9(d), the Triangle Area Rural Planning Organization will utilize community outreach and public education to disseminate Title VI information to our employees, contractors, sub-recipients and the general public. Reasonable steps will be taken to make the public aware of their rights and our obligations under Title VI through methods including but not limited to the following:

- Visibly posting our Title VI Policy Statement in public areas at our facilities, on our website, at our meetings, and prominently in any documents and reports we distribute;
- Including the following language in newspaper or media advertisements that we place (in accordance with the TARPO Public Involvement Policy):

“TARPO operates without regard to race, color, national origin, limited English proficiency, sex, age or disability. For more information on our Title VI program, or how to file a discrimination complaint, please contact (919) 558-9397 or mday@tjco.org.”;

- Translating information into languages other than English that meet the LEP safe harbor threshold;
- Incorporating Title VI language into our contracts and agreements (see Appendix A for Title VI contract language); and
- Ensuring any contractors and sub-recipients we have also disseminate Title VI information.

Please refer to our Public Involvement Plan (PIP) for additional outreach methods we employ to comply with Title VI. Our PIP can be found at <http://www.tarpo.org/2018/03/29/tarpo-public-involvement-plan-2015/>.

External Discrimination Complaint Procedures

These discrimination complaint procedures outline the process used by the Triangle Area Rural Planning Organization (TARPO) to process complaints of alleged discrimination filed under Title VI of the Civil Rights Act of 1964 and related nondiscrimination laws that are applicable to TARPO programs, services, and activities. Complaints will be investigated by the appropriate authority. Upon completion of an investigation, the complainant will be informed of all avenues of appeal. Every effort will be made to obtain early resolution of complaints at the lowest level possible by informal means.



Filing of Complaints

1. **Applicability** – These procedures apply to the beneficiaries of our programs, activities, and services, such as the members of the public and any consultants/contractors we hire.
2. **Eligibility** – Any person or class of persons who believes that he/she has been subjected to discrimination or retaliation prohibited by any of the Civil Rights authorities based upon race, color, national origin, sex, age, or disability, may file a written complaint. The law prohibits intimidation or retaliation of any sort. The complaint may be filed by the affected individual or a representative, and must be in writing.
3. **Time Limits and Filing Options** – A complaint must be filed no later than 180 calendar days after the following:
 - a. The date of the alleged act of discrimination; or
 - b. The date when the person(s) became aware of the alleged discrimination; or
 - c. Where there has been a continuing course of conduct, the date on which that conducted was discontinued or the latest instance of the conduct.

Complaints may be submitted to the following entities:

- **Triangle Area Rural Planning Organization**, TARPO Title VI Coordinator, 4307 Emperor Boulevard, Suite 110, Durham, NC 27703; (919) 558-9397
 - **North Carolina Department of Transportation**, Office of Civil Rights, External Civil Rights Section, 1511 Mail Service Center, Raleigh, NC 27699-1511; (919) 508-1830 or toll free (800) 522-0453
 - **Federal Highway Administration**, North Carolina Division Office, 310 New Bern Avenue, Suite 410, Raleigh, NC 27601; (919) 747-7010
 - **U.S. Department of Transportation**, Departmental Office of Civil Rights, External Civil Rights Programs Division, 1200 New Jersey Avenue, SE, Washington, DC 20590; (202) 366-4070
 - **U.S. Department of Justice**, Special Litigation Section, Civil Rights Division, 950 Pennsylvania Avenue, NW, Washington, DC 20530; (202) 514-6255 or toll free (877) 218-5228
4. **Format for Complaints** – Complaints shall be in writing and signed by the complainant(s) or a representative, and include the complainant's name, address, and telephone number. Complaints received by fax or email will be acknowledged and processed. Allegations received by telephone or in person will be reduced to writing, may be recorded, and will be provided to the complainant for confirmation or revision before processing. Complaints will be accepted in other languages, including Braille.
 5. **Complaint Basis** – Allegations must be based on issues involving race, color, national origin, sex, age, or disability. The term "basis" refers to the complainant's membership in a protected group category.

Protected Categories	Definition	Examples	Applicable Statutes and Regulations
Race	An individual belonging to one of the accepted racial groups; or the perception, based usually on physical characteristics that a person is a member of a racial group	Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, White	Title VI of the Civil Rights Act of 1964; 49 CFR Part 21; 23 CFR 200. (Executive Order 13166)
Color	Color of skin, including shade of skin within a racial group	Black, White, brown, yellow, etc.	
National Origin (LEP)	Place of birth. Citizenship is not a factor. Discrimination based on language or a person's accent is also covered.	Mexican, Cuban, Japanese, Vietnamese, Chinese	
Sex	Gender	Women and Men	1973 Federal-Aid Highway Act; Title IX of the Education Amendments of 1972.
Age	Persons of any age	21 year old person	Age Discrimination Act of 1975
Disability	Physical or mental impairment, permanent or temporary, or perceived.	Blind, alcoholic, para-amputee, epileptic, diabetic, arthritic	Section 504 of the Rehabilitation Act of 1973; Americans with Disabilities Act of 1990

Complaint Processing

1. When a complaint is received, an Acknowledgement Letter and a Complainant Consent/Release Form will be mailed to the complainant within ten (10) business days by registered mail.
2. We will consult with the NCDOT Title VI Program to determine the acceptability and jurisdiction of all complaints received. (Note: If NCDOT will investigate, the Title VI Program will be responsible for the remainder of this process. We will record the transfer of responsibility in our complaints log).
3. Additional information will be requested if the complaint is incomplete. The complainant will be provided 15 business days to submit any requested information and the signed Consent Release Form. Failure to do so may be considered good cause for a determination of no investigative merit.
4. Upon receipt of the requested information and determination of jurisdiction, we will notify the complainant and respondent of whether the complaint has sufficient merit to warrant investigation.
5. If the complaint is investigated, the notification shall state the grounds of our jurisdiction, while informing the parties that their full cooperation will be required in gathering additional information and assisting the investigator.
6. If the complaint does not warrant investigation, the notification to the complainant shall specifically state the reason for the decision.

Complaint Log

1. When a complaint is received, the complaint will be entered into the Discrimination Complaints Log with other pertinent information, and assigned a Case Number. (Note: All complaints must be logged).

2. The complaints log will be submitted to the NCDOT's Civil Rights office during Title VI compliance reviews. (Note: NCDOT may also request the complaints log during pre-grant approval processes).
3. When reporting no complaints, check the "No Complaints or Lawsuits" box and sign the log.

Please refer to Appendix F for a copy of our Discrimination Complaint Form, Complaints Log, and Sample Investigation Template.

Review of Organizational Directives

It is the responsibility of every official who develops policies, procedures, manuals, guidelines, and other directives to ensure they have been reviewed for Title VI compliance. All staff members will assist in carrying out this requirement by making sure drafts of these documents are submitted to the Title VI Coordinator to ensure Title VI requirements are included.

Title VI Training

All employees will receive basic Title VI training at least once every three years. New hires will receive this training within 15 days of their start date. Basic training will cover all sections of this Plan and our overall Title VI obligations. Staff may receive specialized training on how Title VI applies to their specific work areas. Those who routinely encounter the public will receive annual refresher training. Trainings will be provided or organized by the Title VI Coordinator and will often coincide with updates to our nondiscrimination policies and procedures. Records of staff trainings, such as agendas, sign-in sheets, copies of calendars, or certificates, will remain on file with the Title VI Coordinator for at least three years.

Compliance and Enforcement Procedures

Federal Highway Administration (FHWA) recipients must have mechanisms in place to enforce compliance with Title VI. TARPO utilizes internal training, meetings, monitoring contractors, technical assistance, and findings from periodic NCDOT reviews to identify deficiencies and potential discrimination. If NCDOT identifies deficiencies, TARPO will correct all deficiencies within 90 days based on a Corrective Action Plan (CAP). If attempts by NCDOT to resolve a compliance issue are unsuccessful, NCDOT may take any or all of the following steps with FHWA's concurrence:

- a. Canceling, terminating, or suspending the contract or agreement in whole or in part;
- b. Refraining from extending any further assistance to the recipient under the program with respect to which the failure or refusal occurred until satisfactory assurance of future compliance has been received from the recipient;
- c. Taking such other action that may be deemed appropriate under the circumstances, until compliance or remedial action has been accomplished by the recipient;
- d. Referring the case to the FHWA for appropriate administrative or legal proceedings; or



- e. Other means authorized by law.

To ensure compliance with Title VI, TARPO will take proactive steps to prevent discrimination in our programs and activities, including the following:

- Conduct periodic Title VI training;
- Address Title VI issues at staff meetings;
- Participate or cooperate during compliance reviews conducted by NCDOT;
- Inform and monitor any consultants/contractors regarding their Title VI obligations, including review of contracts for nondiscrimination language;
- Customize public outreach according to the situation or community at hand;
- Build a system of mutual trust and two-way communication with the public;
- Maintain pertinent demographic data (statistical);
- Ensure policies and procedures support and comply with Title VI; and
- Document processes and activities related to Title VI.

If TARPO identifies compliance issues with our consultants/contractors, we will also take corrective action. If attempts at corrective action are unsuccessful, any or all of the following steps may be taken with NCDOT's concurrence:

- a. Canceling, terminating, or suspending the contract or agreement with the consultant/contractor in whole or in part;
- b. Taking such other action that may be deemed appropriate under the circumstances; or
- c. Referring the case to the NCDOT for appropriate administrative or legal proceedings.

Appendix A

Triangle Area Rural Planning Organization Title VI Assurances



Triangle Area Rural Planning Organization
A program of Triangle J Council of Governments

4307 Emperor Boulevard, Suite 110, Durham, NC 27703
(919) 558-9397 www.tarpo.org

United States Department of Transportation

STANDARD TITLE VI / NONDISCRIMINATION ASSURANCES

DOT Order No. 1050.2A

The *Triangle Area Rural Planning Organization* (herein referred to as the "Recipient"), **HEREBY AGREES THAT**, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through **Federal Highway Administration (FHWA)**, is subject to and will comply with the following:

Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled Nondiscrimination In Federally-Assisted Programs Of The Department Of Transportation-Effectuation Of Title VI Of The Civil Rights Act Of 1964);
- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964).

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

General 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 **Federal-Aid Highway Program**:

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23(b) and 21.23(e) of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated, or will be (with regard to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.

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

"The *Triangle Area Rural Planning Organization*, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award."
3. The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.
7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:
 - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:
 - a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
 - b. the period during which the Recipient retains ownership or possession of the property.
9. The Recipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this ASSURANCE, the *Triangle Area Rural Planning Organization* also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the **FHWA** 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 **FHWA**. You must keep records, reports, and submit the material for review upon request to **FHWA**, or its designee in a timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

The *Triangle Area Rural Planning Organization* gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the **Federal-Aid Highway Program**. This ASSURANCE is binding on the *Triangle Area Rural Planning Organization*, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the **Federal-Aid Highway Program**. The person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

TRIANGLE AREA RURAL PLANNING ORGANIZATION

by


Executive Director, Triangle J Council of Governments

DATED

5-15-18

Attachments:

Appendices A, B, C, D, E

APPENDIX A

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees as follows:

1. **Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, Federal Highway Administration (FHWA), as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Nondiscrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to Nondiscrimination on the grounds of race, color, or national origin.
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or the FHWA 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 FHWA, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the Non discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the FHWA 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 FHWA 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 *Triangle Area Rural Planning Organization* will accept title to the lands and maintain the project constructed thereon in accordance with the North Carolina General Assembly, the Regulations for the Administration of the Federal-Aid Highway Program, and the policies and procedures prescribed by the Federal Highway Administration of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the U.S Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the *NCDOT* 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 *Triangle Area Rural Planning Organization (TARPO)* 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 *TARPO*, its successors and assigns.

TARPO, 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 *TARPO* 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 *Triangle Area Rural Planning Organization (TARPO)* pursuant to the provisions of Assurance 7(a):

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

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

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

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by the *Triangle Area Rural Planning Organization (TARPO)* 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 Non discrimination covenants, *TARPO* 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, *TARPO* will there upon revert to and vest in and become the absolute property of *TARPO* and its assigns.*

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

APPENDIX E

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

Pertinent Nondiscrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration's Nondiscrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures Nondiscrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of Limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).

Appendix B

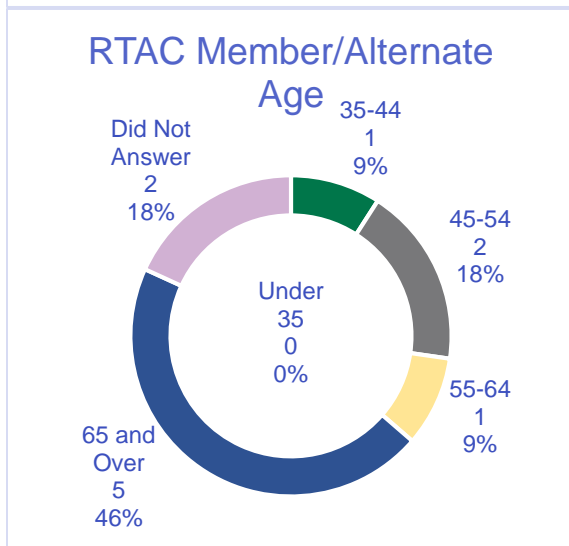
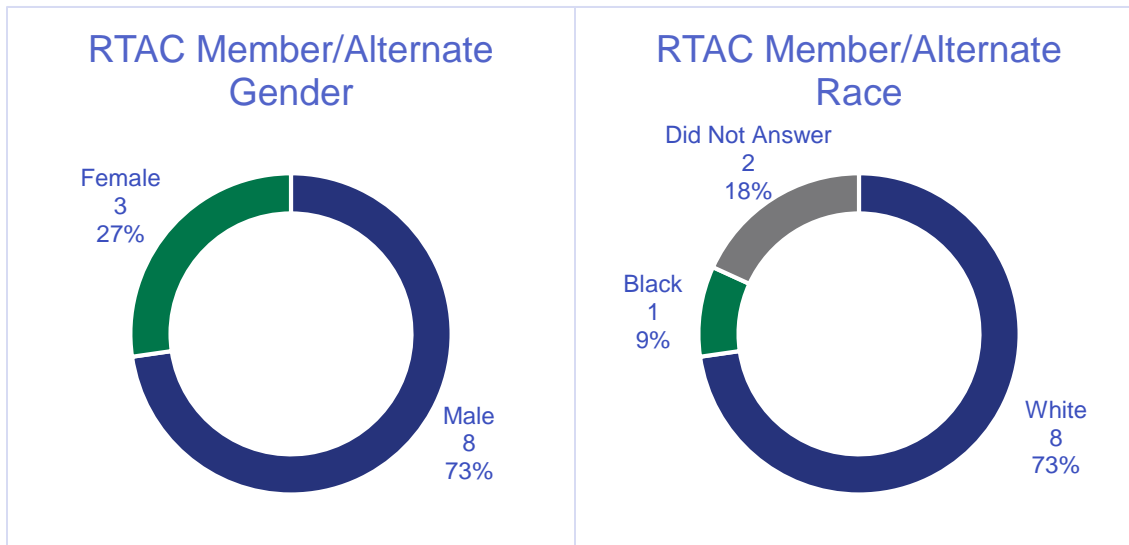
Rural Transportation Advisory Committee (RTAC)
Rural Technical Coordinating Committee (RTCC)
Membership

The following list reflects the membership of the TARPO RTAC as of September 2018:

Rural Transportation Advisory Committee (RTAC)

Name	Community Represented
Donald Andrews	Lee County Municipalities (RTAC chair)
Larry Cheek	Chatham County Municipalities
Mike Dasher	Chatham County
Samuel Gaskins	Lee County Municipalities alternate
Diana Hales	Chatham County alternate
Mark Marcoplos	Orange County
Mick McCue	Moore County Municipalities (RTAC vice chair)
Pat Molamphy	NC Board of Transportation, Division 8
Cindy Perry	Chatham County Municipalities alternate
Frank Quis	Moore County
Penny Rich	Orange County alternate

**The seat for a member from Lee County is currently vacant*



At the August 9, 2018 RTAC meeting, members in attendance were asked to fill out a form indicating their race and gender for use in this analysis. Not all members and alternates were in attendance, so some data are missing (marked as “Did Not Answer”). However, this paints a picture of the overall gender, race, and age breakdown of RTAC participants as of this time.

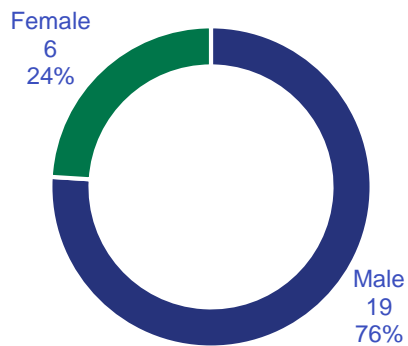
The following list reflects the membership of the TARPO RTCC as of September 2018:

Rural Technical Coordinating Committee (RTCC)

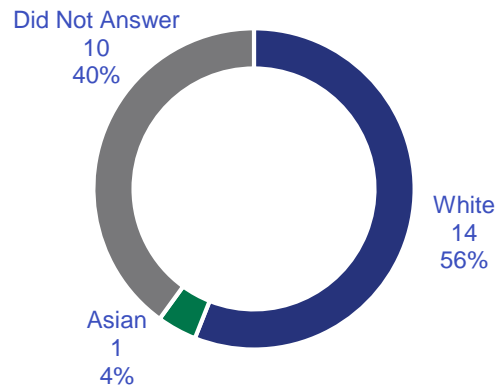
Name	Community Represented
Tom Altieri	Orange County alternate
Kathy Blake	Aberdeen alternate
Julie Bogle	NCDOT Transportation Planning Division
Cara Coppola	Chatham County second alternate
Matt Day	Triangle J Council of Governments
Will Deaton	Pinehurst
Marshall Downey	Lee County, Sanford, and Broadway alternate
Debra Ensminger	Moore County alternate
John Hodges-Copple	Triangle J Council of Governments alternate
Brandon Jones	NCDOT Division Eight
Jeff Jones	Pittsboro
Chris Kennedy	Southern Pines (RTCC vice chair)
Bryan Kluchar	NCDOT Division Eight alternate
David Lambert	Robbins
Ed Lewis	NCDOT Division Seven
Kathy Liles	Carthage
Jack Meadows	Siler City (RTCC chair)
Mike Mills	NCDOT Division Seven alternate
David Montgomery	Lee County, Sanford, and Broadway
Chance Mullis	Chatham County
Jason Sullivan	Chatham County first alternate
Theresa Thompson	Moore County
Nish Trivedi	Orange County
Scott Walston	NCDOT Transportation Planning Division alternate
Justin Westbrook	Aberdeen

**The seats for members from Goldston, Foxfire, and Vass are currently vacant. Lee County, Sanford, and Broadway have a joint planning department and are represented by a single RTCC member/seat.*

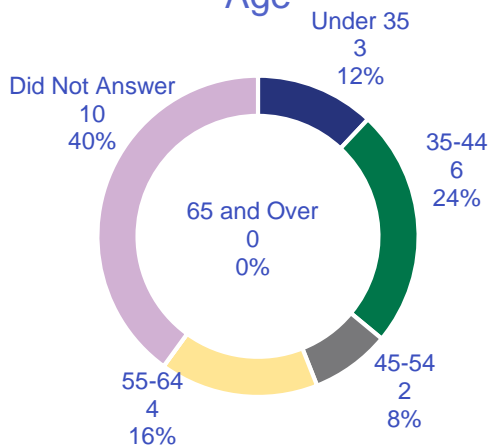
RTCC Member/Alternate Gender



RTCC Member/Alternate Race



RTCC Member/Alternate Age



At the August 9, 2018 RTCC meeting, members in attendance were asked to fill out a form indicating their race and gender for use in this analysis. Not all members and alternates were in attendance, so some data are missing (marked as “Did Not Answer”). However, this paints a picture of the overall gender, race, and age breakdown of RTCC participants as of this time.

Appendix C

Organizational Chart

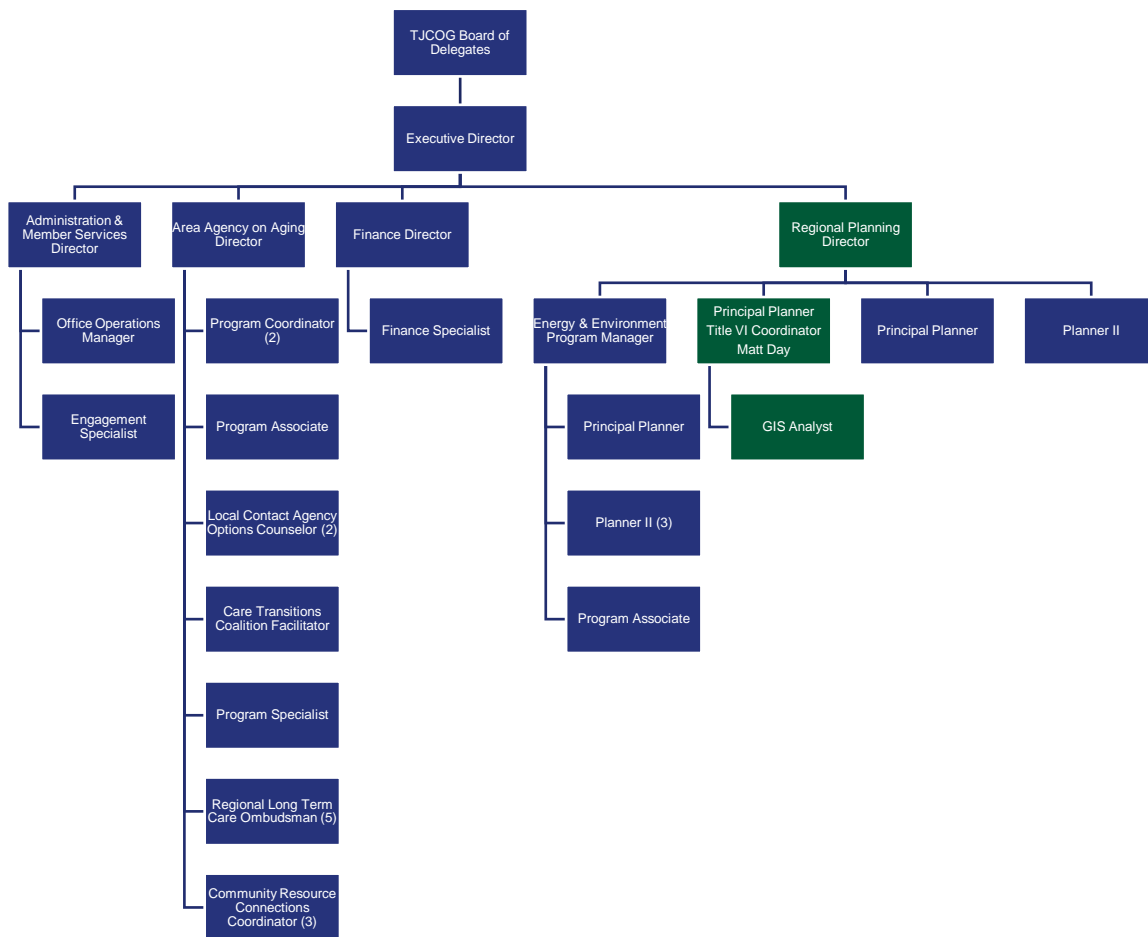


The Triangle Area Rural Planning Organization (TARPO) is a program within the larger Triangle J Council of Governments (TJCOG). Only a small subset of TJCOG staff typically performs work related to TARPO:

- The Principal Planner who performs the majority of both administrative and technical tasks for TARPO, and also serves as the Title VI Coordinator for TARPO;
- The Regional Planning Director who has a small portion of time budgeted for oversight of the TARPO program; and
- The GIS Analyst who has a small portion of time budgeted for mapping and data collection assistance for the TARPO program.

These three positions are the only three anticipated to bill time to TARPO on a regular basis, and have been highlighted in the TJCOG organizational chart below. Other TJCOG staff or interns may occasionally be pulled in to assist on TARPO projects, but this is not occurring at the present time. Any additional staff who may be assigned TARPO tasks in the future will be provided with training on these Title VI requirements as needed.

Triangle J Council of Governments Organizational Chart



Appendix D

Demographic Tables



Note: The tables in this appendix include information for *all* of Chatham, Lee, Moore, and Orange Counties, *including portions that are outside the TARPO planning boundary*. This was done because sub-county data could not be easily gathered from Census sources. The majority of Orange County's population and a portion of Chatham County's population live in either the Durham-Chapel Hill-Carrboro Metropolitan Planning Organization (DCHC MPO) planning area or the Burlington-Graham Metropolitan Planning Organization (BGMPO) planning area.

Race and Ethnicity

The following table was completed using data from Census Table QT-P3, Race and Hispanic or Latino Origin, 2010:

Race and Ethnicity	Number	Percent
Total Population	343,419	100.0%
White	257,333	74.9%
Black or African American	47,724	13.9%
American Indian or Alaska Native	2,053	0.6%
Asian	10,969	3.2%
Native Hawaiian and Other Pacific Islander	149	0.0%
Some other Race	17,672	5.1%
Two or More Races	7,519	2.2%
HISPANIC OR LATINO (of any race)	35,082	10.2%
Mexican	23,627	6.9%
Puerto Rican	1,857	0.5%
Cuban	525	0.2%
Other Hispanic or Latino	9,073	2.6%

Age and Sex

The following table was completed using data from Census Table QT-P1, Age Groups and Sex, 2010:

Age	Number			Percent		
	Both sexes	Male	Female	Both sexes	Male	Female
Total Population	343,419	165,048	178,371	100.0%	100.0%	100.0%
Under 5 years	20,072	10,150	9,922	5.8%	6.1%	5.6%
Under 18 years	75,819	38,717	37,102	22.1%	23.5%	20.8%
18 to 64 years	215,157	103,494	111,663	62.7%	62.7%	62.6%
65 years and over	52,443	22,837	29,606	15.3%	13.8%	16.6%
Median Age	39.8	38.4	41.0			

Disability

The following table was completed using data from Census Table S1810, Disability Characteristics:

Subject	Total		With a Disability		Percent with a Disability	
	Estimate	Margin of Error +/-	Estimate	Margin of Error +/-	Estimate	Margin of Error +/-
Total civilian noninstitutionalized population	352,781	1,172.3	43,273	3,322.6	12.3%	3.7
Population under 5 years	18,348	922.0	126	312.2	0.7%	6.6
Population 5 to 17 years	58,310	963.8	2,483	767.9	4.2%	5.0
Population 18 to 64 years	216,270	1,400.5	22,308	2,535.6	11.9%	4.9
Population 65 years and over	59,853	1,007.9	18,356	1,548.8	36.7%	9.0
SEX						
Male	167,356	1,656.0	21,661	2,390.2	13.0%	5.9
Female	185,425	1,631.3	21,612	1,978.9	11.6%	4.0
RACE AND HISPANIC OR LATINO ORIGIN						
White	272,910	2,790.6	32,512	2,553.4	11.9%	3.9
Black or African American	46,025	2,249.4	8,274	1,913.7	18.0%	16.1
American Indian and Alaska Native	385	70.0	73	45.0	19.0%	11.4
Asian	10,775	606.7	841	713.2	7.8%	11.1
Native American and Other Pacific Islander	52	57.0	7	13.0	13.5%	25.4
Some other Race	3,940	799.0	128	134.0	3.2%	3.3
Two or more races	1,408	351.0	168	90.0	11.9%	5.7
Hispanic or Latino	28,448	399.0	1,620	554.4	5.8%	7.8

Poverty

The following table was completed using data from Census Table S1701, Poverty Status in the Past 12 Months:

Subject	Total		Below poverty level		Percent below poverty level	
	Estimate	Margin of Error +/-	Estimate	Margin of Error +/-	Estimate	Margin of Error +/-
Population for whom poverty status is determined	344,826	2,069.2	56,096	5,017.2	19.6%	5.7
AGE						
Under 18	75,059	1,009.2	14,498	2,099.4	24.0%	11.3
18 to 64	209,914	2,034.3	37,596	3,398.2	21.5%	6.4
65 years and over	59,853	1,007.3	4,002	872.3	7.9%	5.8
SEX						
Male	164,977	1,689.2	24,596	2,568.4	18.0%	6.2
Female	179,849	2,076.2	31,500	3,310.6	21.0%	7.0
RACE AND HISPANIC OR LATINO ORIGIN						
White	267,685	3,309.2	36,547	4,153.2	16.1%	5.9
Black or African American	45,223	2,271.3	11,400	2,784.0	33.1%	23.1
American Indian and Alaska Native	400	71	72	76	0	20
Asian	9,989	726.0	1,292	1,094.4	0.2	17.9
Native American and Other Pacific Islander	52	57	32	49	1	62
Some other Race	3,975	800	1,097	525	0	12
Two or more races	1,435	346	510	255	0	14
Hispanic or Latino	36,650	342.2	13,958	2,649.6	55.2%	30.2
RACE AND HISPANIC OR LATINO ORIGIN	267,685	3,309.2	36,547	4,153.2	16.1%	5.9
All individuals below:						
50 percent of poverty level	25,748	3,620.5	(X)	(X)	(X)	(X)
125 percent of poverty level	67,502	5,508.6	(X)	(X)	(X)	(X)
150 percent of poverty level	83,562	5,749.6	(X)	(X)	(X)	(X)
185 percent of poverty level	103,937	6,325.0	(X)	(X)	(X)	(X)
200 percent of poverty level	114,454	6,447.1	(X)	(X)	(X)	(X)

Household Income

The following table was completed using data from Census Table S1901, Income in the Past 12 Months (in 2013 Inflation-adjusted Dollars):

Subject	Households	
	Estimate	Margin of Error +/-
Total	114,962	2,602.0
Less than \$10,000	9.1%	4.1
\$10,000 to \$14,999	5.8%	3.4
\$15,000 to \$24,999	11.3%	4.6
\$25,000 to \$34,999	12.2%	5.2
\$35,000 to \$49,999	15.9%	4.8
\$50,000 to \$74,999	22.2%	6.1
\$75,000 to \$99,999	13.7%	4.9
\$100,000 to \$149,999	14.4%	4.4
\$150,000 to \$199,999	6.0%	3.4
\$200,000 or more	7.2%	3.1
Median income (dollars)	53,080	6,712.2
Mean income (dollars)	79,469	11,298.8

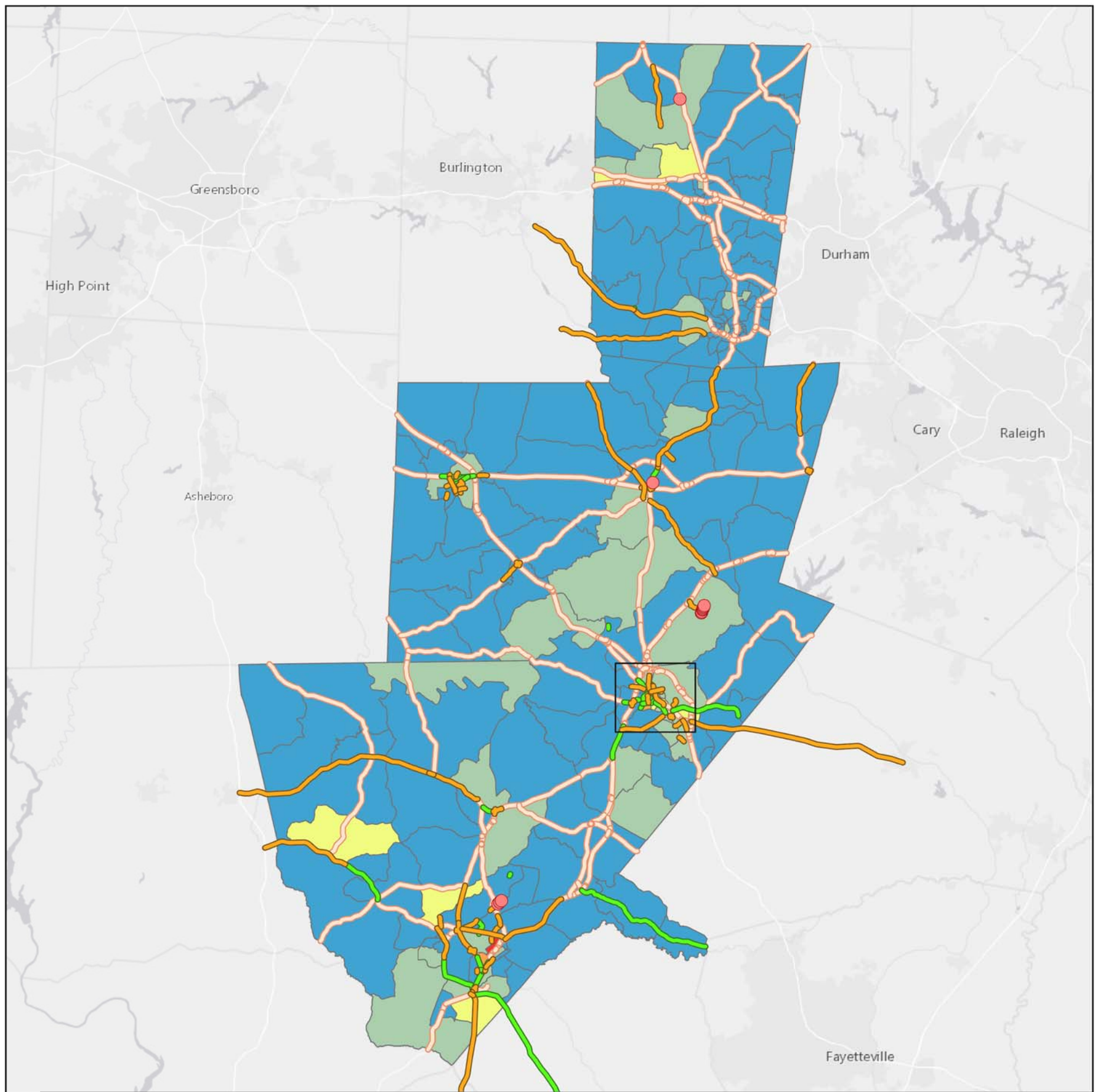
Appendix E

Demographic Maps for Environmental Justice Analysis



Proportion of Black and African American Persons per Block Group

Service Area | Chatham, Lee, Moore, and Orange Counties



0 5 10 20 Miles

Proportion of Black and African American Persons (%)

- 0-20
- 20-40
- 40-60
- 60-80
- 80-100

Major Highways

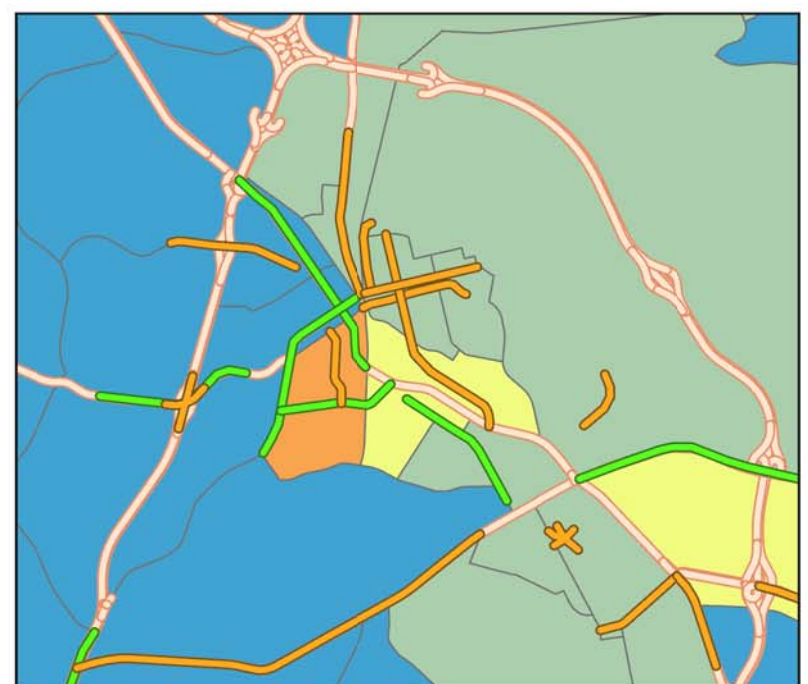
- Major Highways

Committed Projects Prior to P5.0

- Committed Projects Prior to P5.0

Projects Scored in P5.0

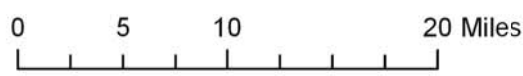
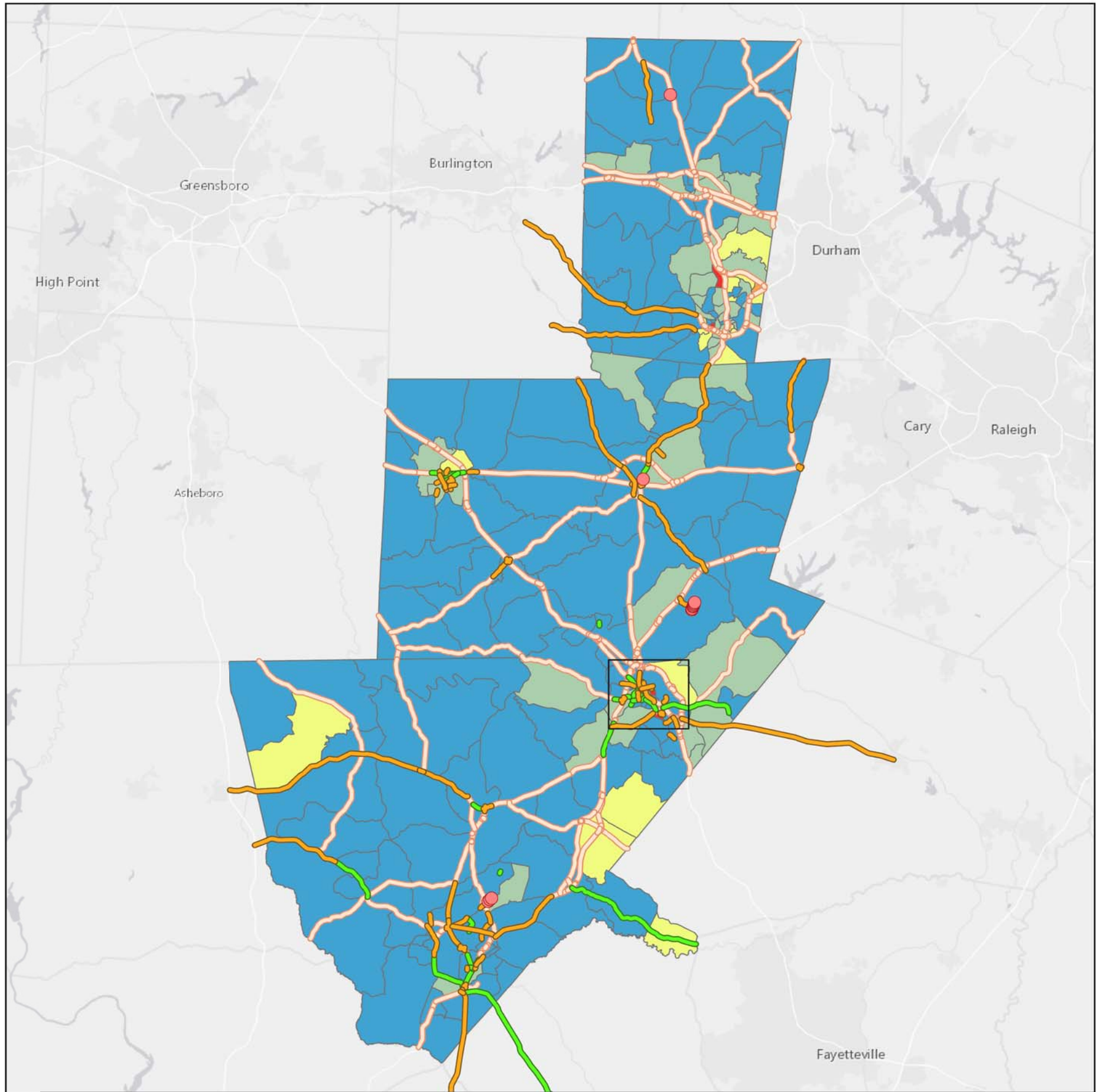
- Projects Scored in P5.0
- Projects Scored in P5.0



0 1.25 2.5 5 Miles

Proportion of Non-Black Persons of Color per Block Group

Service Area | Chatham, Lee, Moore, and Orange Counties



Proportion of Non-Black Persons of Color (%)

- 0-10
- 10-20
- 20-30
- 30-40
- 40-50

Major Highways

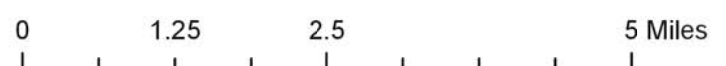
- Major Highways

Committed Projects Prior to P5.0

- Committed Projects Prior to P5.0

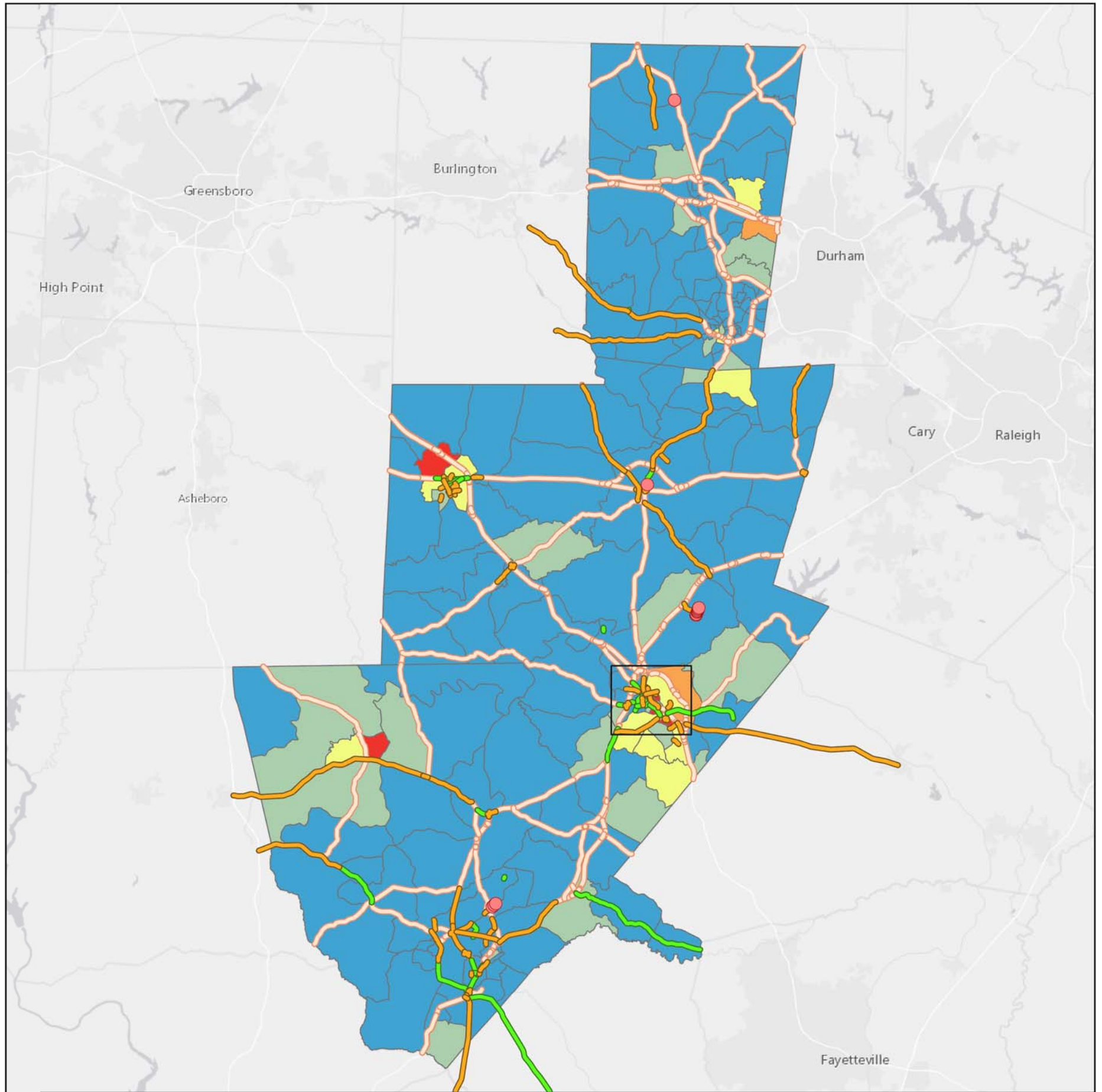
Projects Scored in P5.0

- Projects Scored in P5.0
- Projects Scored in P5.0



Proportion of Persons of Hispanic or Latino Origin per Block Group

Service Area | Chatham, Lee, Moore, and Orange Counties



0 5 10 20 Miles

Proportion of Persons of Latino or Hispanic Origin (%)

- 0-13
- 13-26
- 26-39
- 39-52
- 52-65

Major Highways

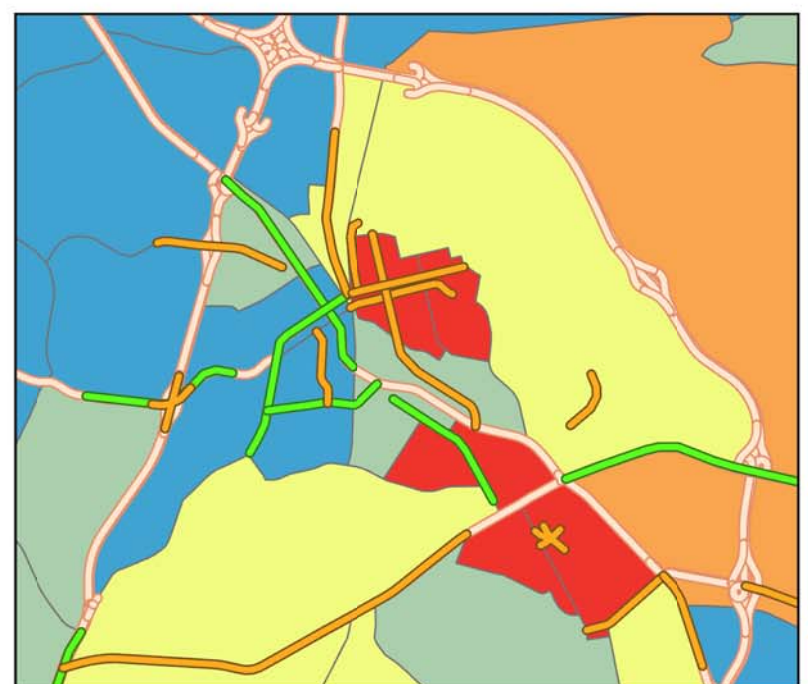
- Major Highways

Committed Projects Prior to P5.0

- Committed Projects Prior to P5.0

Projects Scored in P5.0

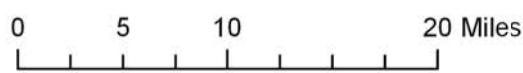
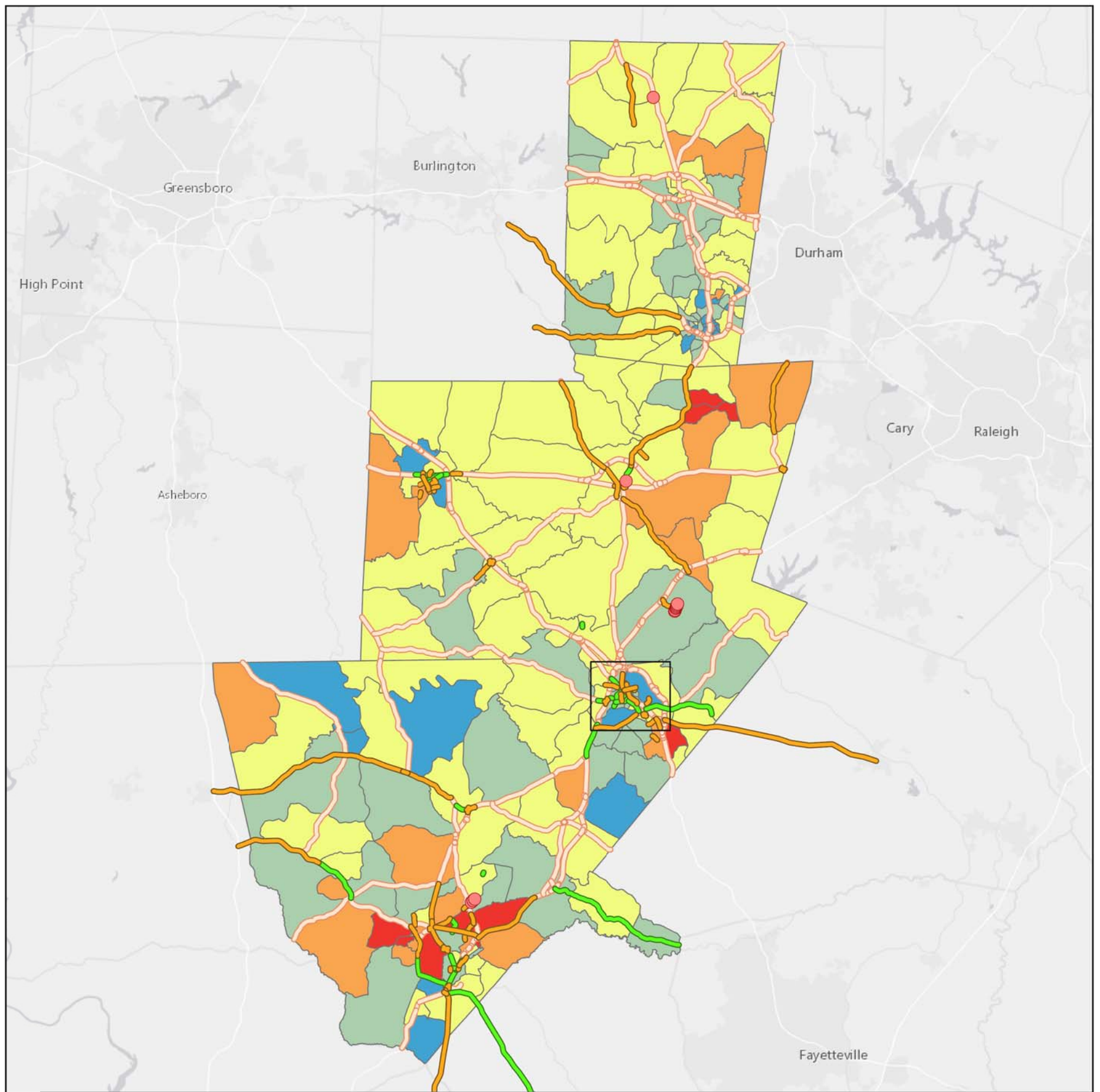
- Projects Scored in P5.0
- Projects Scored in P5.0



0 1.25 2.5 5 Miles

Median Age per Block Group

Service Area | Chatham, Lee, Moore, and Orange Counties



Median Age (Years of Age)

- 0-30
- 30-40
- 40-50
- 50-60
- 60-70

Major Highways

- Major Highways

Committed Projects Prior to P5.0

- Committed Projects Prior to P5.0

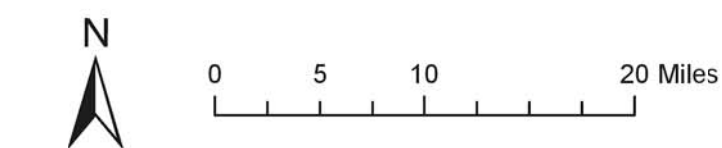
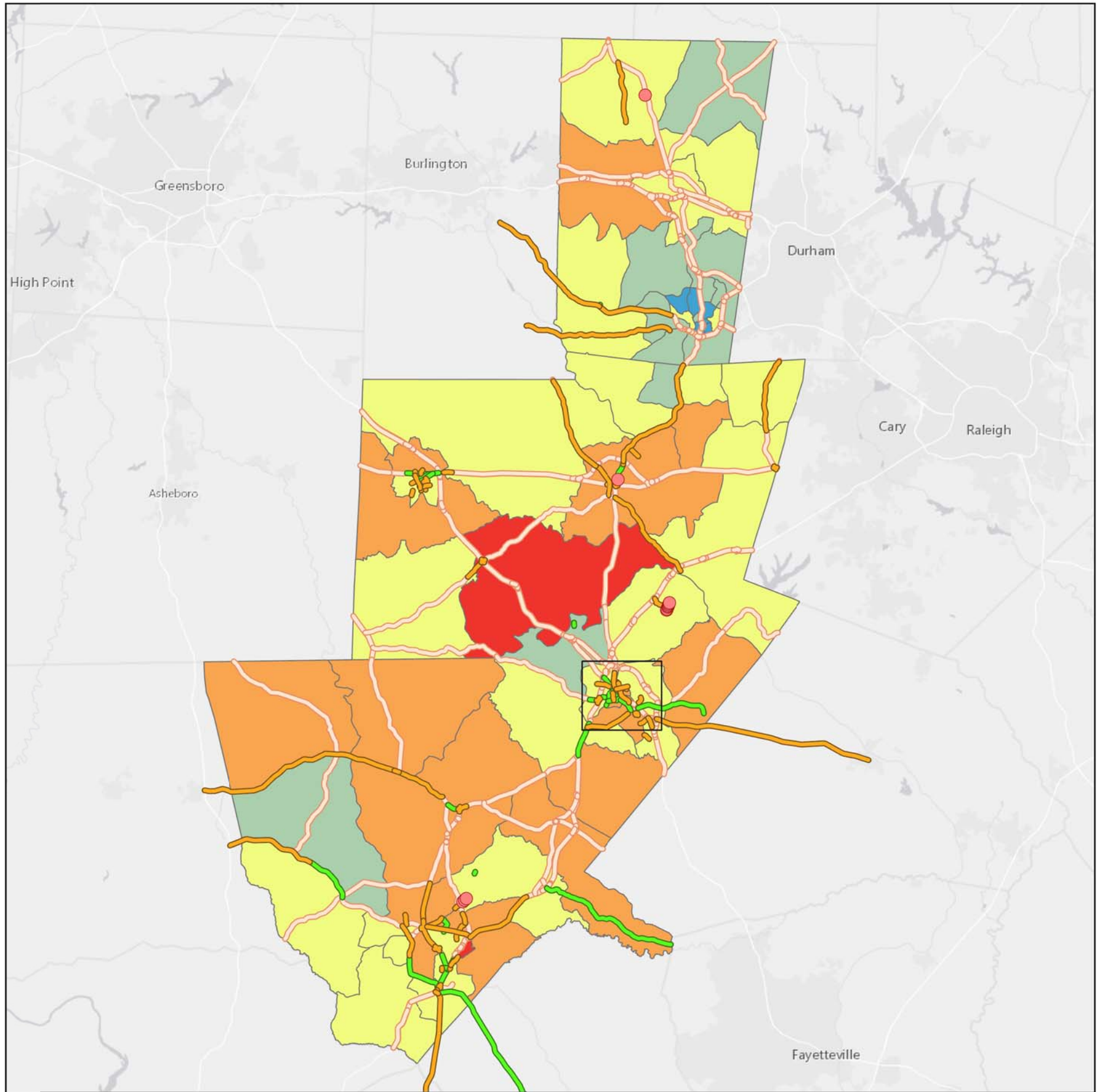
Projects Scored in P5.0

- Projects Scored in P5.0
- Projects Scored in P5.0



Proportion of Persons with a Disability per Census Tract

Service Area | Chatham, Lee, Moore, and Orange Counties



Proportion of Persons with a Disability (%)

- 0-5
- 5-10
- 10-15
- 15-20
- 20-25

Major Highways

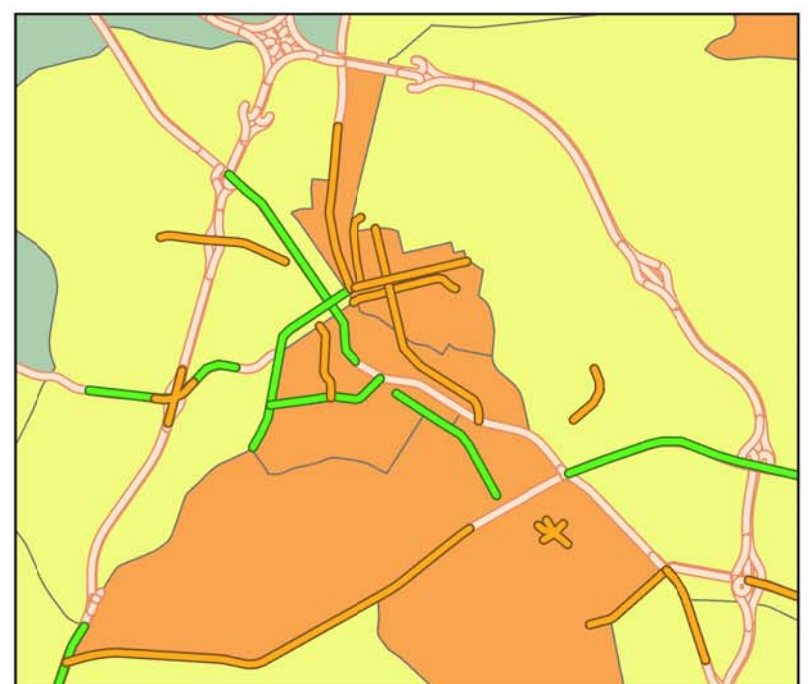
- Major Highways

Committed Projects Prior to P5.0

- Committed Projects Prior to P5.0

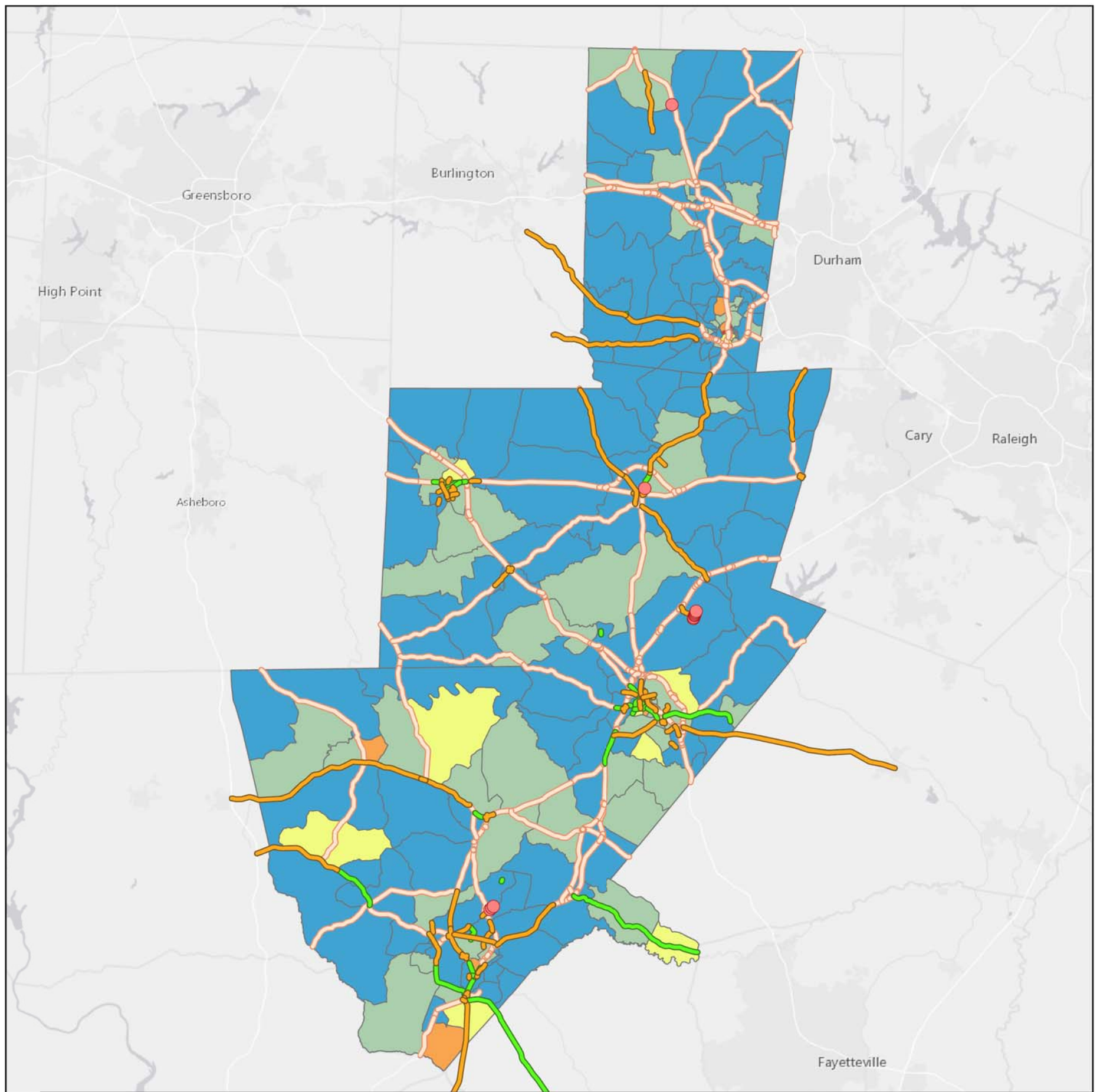
Projects Scored in P5.0

- Projects Scored in P5.0
- Projects Scored in P5.0



Proportion of Persons below Poverty Level per Block Group

Service Area | Chatham, Lee, Moore, and Orange Counties



0 5 10 20 Miles

Proportion of Persons below Poverty Level (%)

- 0-16
- 16-32
- 32-48
- 48-64
- 64-80
- Data Not Available

Major Highways

- Major Highways

Committed Projects Prior to P5.0

- Committed Projects Prior to P5.0

Projects Scored in P5.0

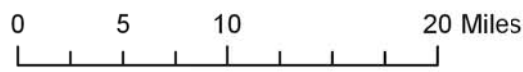
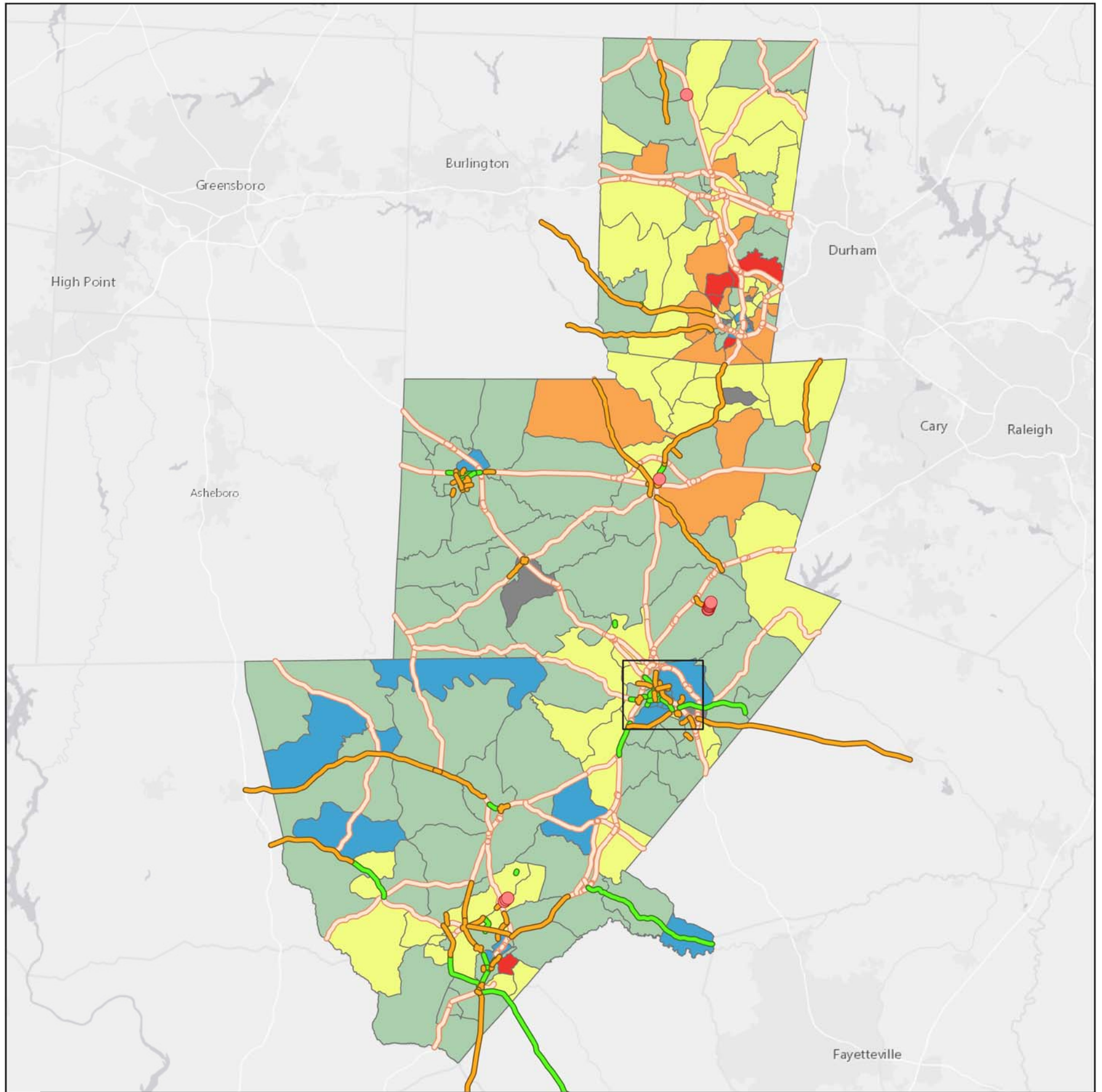
- Projects Scored in P5.0
- Projects Scored in P5.0



0 1.25 2.5 5 Miles

Median Household Income per Block Group

Service Area | Chatham, Lee, Moore, and Orange Counties



Median Household Income (\$)

- 0-30,000
- 30,000-60,000
- 60,000-90,000
- 90,000-120,000
- 120,000-162,000
- Data Not Available

Major Highways

- Major Highways

Committed Projects Prior to P5.0

- Committed Projects Prior to P5.0

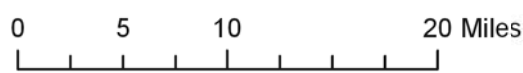
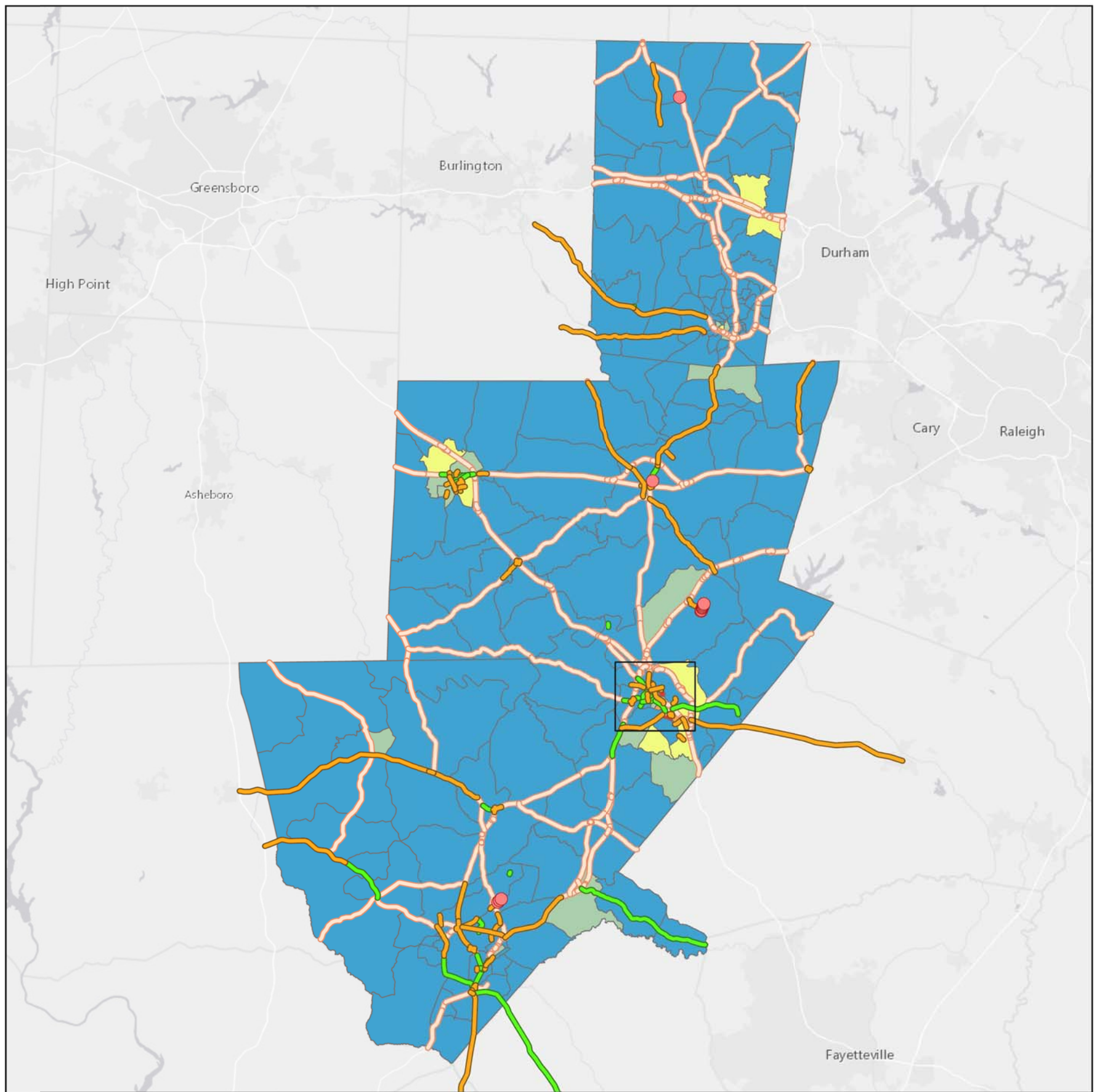
Projects Scored in P5.0

- Projects Scored in P5.0
- Projects Scored in P5.0



Proportion of Spanish Language Speaking Persons who Speak English less than "Very Well" per Block Group

Service Area | Chatham, Lee, Moore, and Orange Counties



Proportion of Spanish Language Speaking Persons who Speak English less than "Very Well" (%)

- 0-10
- 10-20
- 20-30
- 30-40
- 40-50

Major Highways

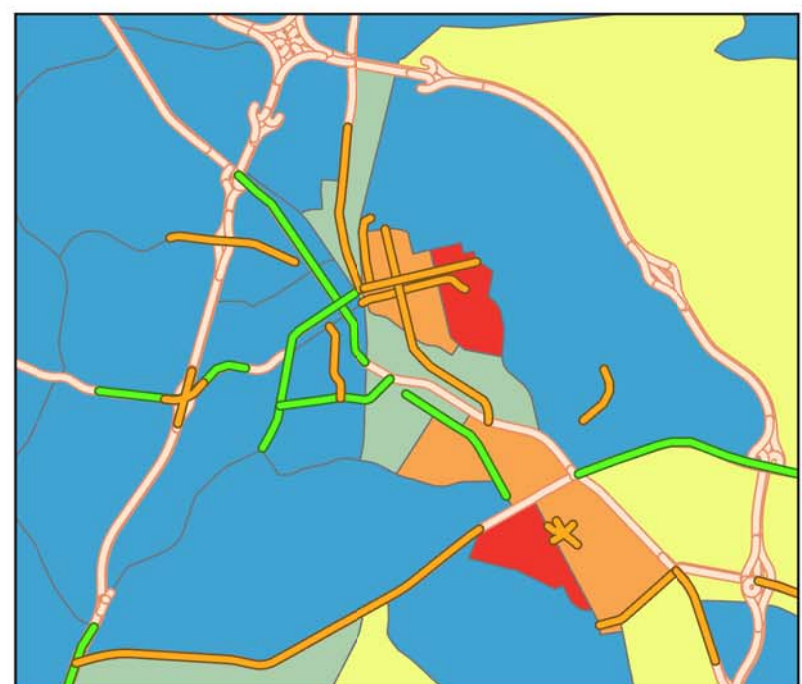
- Major Highways

Committed Projects Prior to P5.0

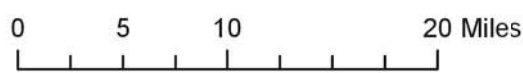
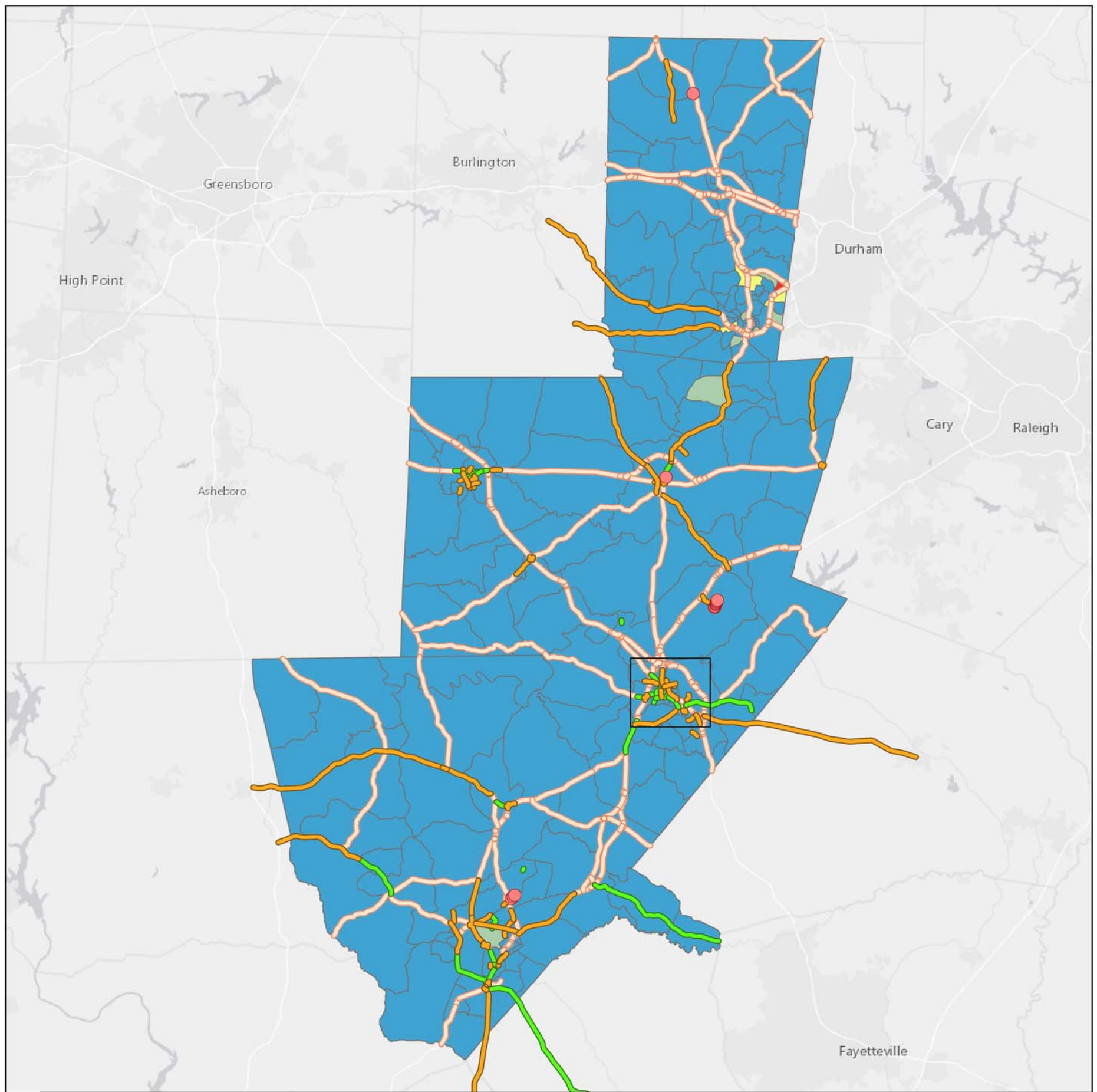
- Committed Projects Prior to P5.0

Projects Scored in P5.0

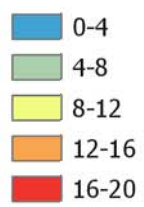
- Projects Scored in P5.0
- Projects Scored in P5.0



Proportion of Asian and Pacific Island Language Speaking Persons who Speak English less than "Very Well" per Block Group Service Area | Chatham, Lee, Moore, and Orange Counties



Proportion of Asian and Pacific Island Language Speaking Persons who Speak English less than "Very Well" (%)



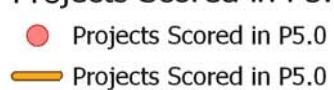
Major Highways

Major Highways

Committed Projects Prior to P5.0

Committed Projects Prior to P5.0

Projects Scored in P5.0



Appendix F

Investigative Guidance
Discrimination Complaint Form
Complaints Log



Investigative Guidance

- A. Scope of Investigation** – An investigation should be confined to the issues and facts relevant to the allegations in the complaint, unless evidence shows the need to extend the issues.
- B. Developing an Investigative Plan** – It is recommended that the investigator (i.e. Title VI Coordinator or other official trained to conduct Title VI investigations) prepares an Investigative Plan (IP) to define the issues and lay out the blueprint to complete the investigation. The IP should follow the outline below:
1. Complainant(s) Name and Address (attorney name and address if applicable)
 2. Respondent(s) Name and Address (attorney name and address if applicable)
 3. Applicable Law(s)
 4. Basis/(es)
 5. Allegation(s)/Issue(s)
 6. Background
 7. Name of Persons to be Interviewed
 - a. Questions for the complainant(s)
 - b. Questions for the respondent(s)
 - c. Questions for the witness(es)
 8. Evidence to be Obtained During the Investigation
 - a. Issue – e.g., Complainant alleges his predominantly African-American community was excluded from a meeting concerning a future project that could affect the community
 - i. Documents Needed – e.g., mailing list showing physical addresses, PO box numbers, property owner names, and dates when the meeting notification was mailed; other methods used to advertise the meeting
- C. Request for Information** – The investigator should gather data and information pertinent to the issues raised in the complaint.
- D. Interviews** – Interviews should be conducted with the complainant, respondent, and appropriate witnesses during the investigative process. Interviews are conducted to gain a better understanding of the situation outlined in the complaint of discrimination. The main objective during the interview is to obtain information that will either support or refute the allegations.
- E. Preparing an Investigative Report** – The investigator should prepare an investigative report setting forth all relevant facts obtained during the investigation. The report should include a finding for each allegation. A sample outline for an investigative report is provided below.

SAMPLE INVESTIGATIVE REPORT TEMPLATE

- I. **Complainant(s) Name** (or attorney for the complainant(s) – name and address if applicable)
Name, Address, Phone Number
- II. **Respondent(s) Name** (or attorney for the respondent(s) – name and address if applicable)



Name, Address, Phone Number

III. **Applicable Law/Regulation**

For example, Title VI of the Civil Rights Act of 1964 (42 USC 2000(d); 49 CFR 21.11; 49 CFR 26.53)

IV. **Complaint Basis/(es)**

For example: Race, Color, National Origin, Limited English Proficiency, Sex, Age, Disability

V. **Allegations**

Describe in logical sequence, each allegation including the prohibited basis for the alleged discriminatory conduct (e.g. race, color, national origin, sex, age, or disability) and the specific statutory or regulatory provision the allegation would violate, if proven to be true.

VI. **Background**

Provide detailed information regarding the complaint, including a historical overview of the case, including any activities or actions taken prior to accepting the complaint for investigation.

VII. **Investigative Procedure**

Describe in detail the methods used to conduct the investigation, such as document requests, interviews, and site visits. Include witnesses' names and addresses, documents received and/or reviewed, and emails sent and received.

VIII. **Findings of Fact**

Provide a detailed description of the investigator's analysis of each allegation, based on clear and factual findings. Include specific evidence used to support your findings.

IX. **Conclusion**

State whether discrimination did or did not occur. Conclusions must be evidence-based and defensible. Test conclusions by considering all possible rebuttal arguments from the respondent and complainant. Both the respondent and the complainant should be given an opportunity to confirm or rebut the assertions of the other party and your findings, but all the evidence presented should speak for itself.

X. **Recommended Actions**

Outline what should be done to remedy the findings or, if necessary, provide justice for the complainant.

XI. **Appendix**

Include in the appendix any supplemental materials that support your findings and conclusion.



Triangle Area RPO Discrimination Complaint Form

Any person who believes that he/she has been subjected to discrimination based upon race, color, national origin, sex, age, or disability may file a written complaint with the Triangle Area Rural Planning Organization (TARPO), within 180 days after the discrimination occurred.

Last Name:		First Name:		<input type="checkbox"/> Male
				<input type="checkbox"/> Female
Mailing Address:		City	State	Zip
Home Telephone:	Work Telephone:	E-mail Address		

Identify the Category of Discrimination:

RACE COLOR NATIONAL ORIGIN AGE
 SEX DISABILITY LIMITED ENGLISH PROFICIENCY

Identify the Race of the Complainant

Black White Hispanic Asian American
 American Indian Alaskan Native Pacific Islander Other _____

Date and place of alleged discriminatory action(s). Please include earliest date of discrimination and most recent date of discrimination.

Names of individuals responsible for the discriminatory action(s):

How were you discriminated against? Describe the nature of the action, decision, or conditions of the alleged discrimination. Explain as clearly as possible what happened and why you believe your protected status (basis) was a factor in the discrimination. Include how other persons were treated differently from you. **(Attach additional page(s), if necessary).**

The law prohibits intimidation or **retaliation** against anyone because he/she has either taken action, or participated in action, to secure rights protected by these laws. If you feel that you have been retaliated against, separate from the discrimination alleged above, please explain the circumstances below. Explain what action you took which you believe was the cause for the alleged retaliation.

Names of persons (witnesses, fellow employees, supervisors, or others) whom we may contact for additional information to support or clarify your complaint: (Attached additional page(s), if necessary).

<u>Name</u>	<u>Address</u>	<u>Telephone</u>
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____



Have you filed, or intend to file, a complaint regarding the matter raised with any of the following? If yes, please provide the filing dates. Check all that apply.

- NC Department of Transportation _____
- Federal Highway Administration _____
- US Department of Transportation _____
- Federal or State Court _____
- Other _____

Have you discussed the complaint with any TARPO representative? If yes, provide the name, position, and date of discussion.

Please provide any additional information that you believe would assist with an investigation.

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

****WE CANNOT ACCEPT AN UNSIGNED COMPLAINT. PLEASE SIGN AND DATE THE COMPLAINT FORM BELOW.**

COMPLAINANT'S SIGNATURE

DATE

MAIL COMPLAINT FORM TO:
Triangle Area Rural Planning Organization
4307 Emperor Blvd., Suite 110
Durham, NC 27703
(919) 558-9397

FOR OFFICE USE ONLY

Date Complaint Received: _____

Processed by: _____

Case #: _____

Referred to: NCDOT FHWA Date Referred: _____



Triangle Area RPO Discrimination Complaints Log

Log Year(s): _____

Case #	Complainant Name:		Race/Gender:	Date Filed:
	Respondent Name:		Basis of Complaint:	Date Received:
	Action Taken:	Date Investigation Completed:	Disposition:	
Case #	Complainant Name:		Race/Gender:	Date Filed:
	Respondent Name:		Basis of Complaint:	Date Received:
	Action Taken:	Date Investigation Completed:	Disposition:	
Case #	Complainant Name:		Race/Gender:	Date Filed:
	Respondent Name:		Basis of Complaint:	Date Received:
	Action Taken:	Date Investigation Completed:	Disposition:	
Case #	Complainant Name:		Race/Gender:	Date Filed:
	Respondent Name:		Basis of Complaint:	Date Received:
	Action Taken:	Date Investigation Completed:	Disposition:	

No Complaints or Lawsuits

I certify that to the best of my knowledge, the above described complaints or lawsuits alleging discrimination, or **no complaints or lawsuits** alleging discrimination, have been filed with or against the Triangle Area Rural Planning Organization since the previous Title VI Program submission to NCDOT.

Signature of Title VI Coordinator or Other Authorized Official

Date

Print Name and Title of Authorized Official



Appendix G

Compliance Review Checklist for FHWA Subrecipients

General Requirements	Completed
1. A copy of the recipient's signed USDOT Title VI Assurances	<input type="checkbox"/>
2. Title VI Policy Statement (signed)	<input type="checkbox"/>
3. Title VI Notice to Public, including a list of locations where the notice is posted	<input type="checkbox"/>
4. Name and official title of Title VI Coordinator and a list of their Title VI duties	<input type="checkbox"/>
5. Title VI Complaint Procedures (i.e., instructions to the public regarding how to file a Title VI discrimination complaint)	<input type="checkbox"/>
6. Title VI Complaint Form	<input type="checkbox"/>
7. List of Title VI complaints, investigations, or lawsuits (i.e., Title VI Complaint Log)	<input type="checkbox"/>
8. Public Participation Plan, including information about outreach methods to engage traditionally underserved constituencies (e.g., minorities, low-income, disabled), as well as a summary of outreach efforts	<input type="checkbox"/>
9. Language Assistance Plan for providing language assistance to persons with limited English proficiency (LEP), based on the DOT LEP Guidance, which requires conducting four-factor analyses	<input type="checkbox"/>
10. A table depicting the membership of any non-elected committees and councils, broken down by race and gender, and a description of the process the RPO uses to encourage minorities and women to participate on such committees	<input type="checkbox"/>
11. A copy of board meeting minutes, resolution, or other appropriate documentation showing the board of directors or appropriate governing entity or official(s) responsible for policy decisions reviewed and approved the Title VI Program	<input type="checkbox"/>
12. Compliance and enforcement procedures to ensure nondiscriminatory administration of programs and services	<input type="checkbox"/>
13. A demographic profile of your planning area that includes identification of the locations of minority, low-income, LEP, and/or other underserved populations	<input type="checkbox"/>
14. Information regarding how consultants and/or subrecipients are monitored for compliance with Title VI	<input type="checkbox"/>
15. Any environmental justice analysis conducted in the past three years and, if necessary, a description of the measures used to address any disproportionately high and adverse impacts to minority or low-income communities	<input type="checkbox"/>
16. Documentation from any Title VI compliance reviews or investigations conducted by any agency other than NCDOT-OCR in the last three years.	<input type="checkbox"/>