

**RESOLUTION NO. 2025-XX**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BEAUMONT  
ADOPTING THE TITLE VI IMPLEMENTATION PLAN AND AUTHORIZING THE  
CITY MANAGER TO EXECUTE THE MASTER AGREEMENT WITH CALTRANS**

**WHEREAS**, Title VI of the Civil Rights Act of 1964 prohibits discrimination based on race, color, or national origin in any program or activity receiving federal financial assistance; and

**WHEREAS**, the City of Beaumont, as a Local Public Agency (LPA) receiving Federal Highway Administration (FHWA) funds through the California Department of Transportation (Caltrans), is required to adopt and maintain a Title VI Implementation Plan and execute FHWA Title VI Assurances to remain eligible for federal aid; and

**WHEREAS**, adoption of the Title VI Implementation Plan and execution of the Master Agreement with Caltrans will ensure compliance with federal nondiscrimination requirements and maintain eligibility for federal aid funding.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Beaumont as follows:

1. The City Council hereby approves the City of Beaumont Title VI Implementation Plan as set forth in the attached Exhibit A to this Resolution.
2. The City Manager is hereby authorized to amend the Title VI Implementation Plan as needed to ensure continued compliance with statutory requirements.
3. The City Manager is hereby authorized to execute the Master Agreement – Administering Agency-State Agreement for Federal-Aid Projects with Caltrans.

**MOVED, PASSED AND ADOPTED** this 2<sup>nd</sup> day of September 2025.

AYES:

NOES:

ABSTAIN:

ABSENT:

**APPROVED:**

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Mike Lara, Mayor

**ATTEST:**

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Elaine Morgan, City Clerk

**EXHIBIT A**  
**TITLE VI IMPLEMENTATION PLAN**



# TITLE VI IMPLEMENTATION PLAN

In accordance with the Federal Highway Administration and California Department of Transportation guidelines.

AUGUST 2025

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## TITLE VI NON-DISCRIMINATION POLICY STATEMENT

The City of Beaumont is committed to ensuring that no person is excluded from participation in, denied the benefits of, or subjected to discrimination under any of its programs, services, or activities on the basis of race, color, national origin, sex, age, or disability, in accordance with Title VI of the Civil Rights Act of 1964 and related nondiscrimination laws and regulations.

This policy applies to all City operations, including Public Works programs, services, projects, and activities funded in whole or in part by the Federal Highway Administration (FHWA). It also extends to contractors and consultants acting on the City's behalf in administering programs or services that receive federal financial assistance.

Title VI compliance is a condition of receipt of federal funds. The Title VI Coordinator is authorized to ensure compliance with this policy, Title VI of the Civil Rights Act of 1964, 42 U.S.C § 2000d, and related statutes, including 23 Code of Federal Regulations (CFR) pt. 200 and 49 CFR pt. 21.

**Elizabeth Gibbs**  
City Manager  
City of Beaumont

Date

# I. Introduction

It is the mission of the City of Beaumont to provide core services that improve the quality of life for all residents. As part of this mission, the City is committed to delivering infrastructure and public services equitably and without discrimination, ensuring that all individuals have access to the benefits of its programs and activities.

The Public Works Department advances this mission through transportation planning, capital improvement projects, maintenance services, and related initiatives. These efforts are supported by a mix of local, state, and federal funding, including aid from the Federal Highway Administration (FHWA). As a sub-recipient of federal funds, the City is required to comply with Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, or national origin in any program receiving federal financial assistance.

This Title VI Implementation Plan outlines the City's responsibilities under this law and any other nondiscrimination legislation. It describes how the City will prevent discrimination, provide meaningful access, and monitor compliance across its federally funded programs and activities. The Plan applies to all City departments, staff, and contractors involved in delivering services or projects supported by federal aid.

# II. Organization and Staffing

## Ultimate Responsibility

The City Manager, as the City's chief administrative official, is ultimately responsible for ensuring that the City of Beaumont complies with Title VI and related nondiscrimination requirements in all of its programs and activities. This includes full adherence to federal regulations under 23 CFR 200 and 49 CFR 21. All City employees, contractors, and agents must also adhere to the Title VI Policy in the course of performing their duties.

## Title VI Coordinator

The City has designated the Administrative Services Director as its Title VI Coordinator (Coordinator). The Coordinator holds a key position within the organization and has direct access to the City Manager to address Title VI matters. This designation ensures that Title VI considerations are integrated throughout City departments and that compliance is maintained for all federally funded activities.

The Coordinator is responsible for managing the City's Title VI Program and implementation of this Plan. Key duties include:

- Preparing and submitting the City's Title VI Plan and required annual updates or reports
- Establishing procedures for the prompt processing and resolution of discrimination complaints based on race, color, national origin, or other protected classifications under Title VI
- Investigating, documenting, and resolving Title VI complaints in accordance with the procedures outlined in this Plan, including maintaining a complaint log and reporting complaints to appropriate state and federal agencies as required
- Leading efforts to create, distribute, and promote Title VI information to the public
- Coordinating Title VI program development with department directors and Title VI Liaisons
- Supporting the development and implementation of Title VI training programs for City staff
- Assisting departments in identifying and addressing Title VI deficiencies uncovered through self-assessments or monitoring activities

**Contact Information** – Title VI Coordinator  
Administrative Services Director  
550 E. 6th Street, Beaumont, CA 92223  
Phone: (951) 769-8520  
Fax: (951)769-8526  
Email: [TitleVI@beaumontca.gov](mailto:TitleVI@beaumontca.gov)

### III. Program Area Descriptions and Title VI Integration

The City of Beaumont's Public Works Department carries out a range of programs and activities that can affect the public, including transportation planning, capital projects, maintenance services, and related initiatives. Title VI nondiscrimination requirements will be integrated into all program areas to ensure equitable service delivery and prevent discrimination in any federally funded activity.

#### Transportation Planning & Capital Projects

Includes roadway planning, traffic engineering, and capital improvement project development. Projects are prioritized using objective, non-discriminatory criteria based on

documented community needs. Public input will be considered during planning, and prioritization methods will be reviewed for fairness across all population groups.

## Environmental Review & Right-of-Way (ROW) Acquisition

Involves environmental clearance and property acquisition for infrastructure projects. Environmental justice impacts on minority and low-income populations will be assessed, and relocation assistance will be provided in accordance with federal guidelines. Demographic tracking and documentation will help support consistent and equitable practices.

## Construction & Contracting

Covers the procurement and oversight of public infrastructure projects. Standard nondiscrimination language will be included in federally funded solicitations and contracts. Construction-related impacts will be monitored to avoid placing undue burdens on any one community, and procedures will be implemented to help ensure fairness in contractor selection.

## Public Participation & Outreach

Includes community engagement during planning and project development. Efforts will be made to provide accessible meeting formats and translated materials when needed. Outreach will be documented to evaluate whether information and opportunities for input reach a broad and diverse audience.

## Maintenance & Operations

Encompasses ongoing upkeep of streets, sidewalks, and related infrastructure. Work order response and service delivery will be monitored to help ensure equitable coverage across all neighborhoods. Public notices and service information may be translated based on the needs of the area served.

# IV. Title VI Complaint Procedures

## How to File a Complaint

Any individual, group, or organization that believes they have been subjected to discrimination on the basis of race, color, national origin, sex, age, or disability in a City of Beaumont Public Works program or activity may file a Title VI complaint.

Complaints must be submitted in writing within 180 days of the alleged incident. The City provides a Title VI Complaint Form ([Appendix B](#)), available on the City's website, at the Beaumont Civic Center, or upon request by phone, email, or in person. The form and related materials are considered vital documents and are available in English and Spanish, in alignment with the City's Language Assistance Plan and Caltrans LEP guidance. Additional languages may be provided as needed.

To be considered complete, a complaint must include:

- Complainant's contact information
- Date(s) of the alleged discriminatory act(s)
- Details of the alleged discrimination
- Basis for the complaint (e.g., race, color, or national origin)
- Signature of the complainant or the complainant's representative

Complaints may be submitted to:

**Title VI Coordinator**

Administrative Services Director  
550 E. 6th Street, Beaumont, CA 92223  
Phone: (951) 769-8520  
Fax: (951)769-8526  
Email: [TitleVI@beaumontca.gov](mailto:TitleVI@beaumontca.gov)

The complaint form is provided in [Appendix B](#).

## Title VI Complaint Processed Under the FHWA

Per the FHWA Guidance Memorandum, *Processing of Title VI Complaints*, dated June 13, 2018, all Title VI complaints received by a sub-recipient are to be forwarded to Caltrans to be submitted to the FHWA Division Office. Complaints will be sent within one business day of receipt to the Caltrans Division of Local Assistance, Office of Civil Rights via email at [Title.VI@dot.ca.gov](mailto:Title.VI@dot.ca.gov).

Title VI complaints filed with Caltrans in which Caltrans is named as the Respondent will be forwarded to the FHWA Division Office. The Complainant will receive an acknowledgement letter informing them that the complaint has been received and forwarded to the FHWA.

If FHWA Headquarters Office of Civil Rights (HCR) determines that a Title VI complaint against a sub-recipient can be investigated by Caltrans, HCR may delegate the task of investigating the complaint to Caltrans.

## Caltrans OCR Investigation Process

If the Caltrans Office of Civil Rights (OCR) is delegated the responsibility of performing an investigation, OCR has 90 days to investigate the complaint. If additional time is needed, OCR will call the Complainant and inform them.

If more information is needed to resolve the case, the OCR investigator may contact the Complainant. The Complainant has ten business days from the date of the letter to send the requested information to the investigator assigned to the case.

If the investigator is not contacted by the Complainant or does not receive the additional information within ten business days, OCR can administratively close the case. A case can also be administratively closed if the complainant no longer wishes to pursue their case.

OCR will consult with HCR regarding the disposition of the complaint. Disposition of Title VI complaint will be undertaken by HCR, through either (1) informal resolution or (2) issuance of a Letter of Finding of compliance or noncompliance with Title VI. A copy of the Letter of Finding will be sent to all parties via the Division Office.

A person may also file a complaint directly with:

### **Federal Highway Administration**

U.S. Department of Transportation  
Office of Civil Rights  
1200 New Jersey Avenue, SE  
8th Floor E81-105  
Washington, DC 20590

### **California Department of Transportation**

Office of Civil Rights  
Attention: Title VI Program Branch  
1823 14th Street, MS 79  
Sacramento, CA 95811  
[Title.VI@dot.ca.gov](mailto:Title.VI@dot.ca.gov)

## V. Public Participation and Outreach

The City of Beaumont recognizes that effective public participation is essential to equitable and nondiscriminatory decision-making. Engaging the public, including minority, low-income, and Limited English Proficient (LEP) populations, at key stages of Public Works Department projects and plans helps ensure that a diversity of viewpoints is considered and that no community is disproportionately excluded or adversely affected. This section outlines the City's approach to inclusive public participation, consistent with Title VI and federal guidance.

### Goals and Principles

The City's public participation efforts aim to:

- 1) Notify the public about projects, programs, or decisions in a timely and accessible manner
- 2) Consult with communities that are affected or interested, including historically underserved populations
- 3) Involve the public through appropriate forums (such as workshops, public hearings, or surveys) that encourage feedback
- 4) Consider and respond to public input in the decision-making process

### Identifying Minority Populations

The City will use demographic and socioeconomic data to identify communities with high concentrations of minority, low-income, and LEP residents, as available and applicable. Sources may include the U.S. Census Bureau, American Community Survey (ACS), U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, California Department of Labor, California Employment Development Department, and CalEnviroScreen data provided by the California Office of Environmental Health Hazard Assessment.

### Communication and Outreach Methods

The City of Beaumont will use a variety of outreach methods to ensure inclusive and effective public engagement:

### *Public Notices*

Meeting notices and project announcements will be published in local media, posted on the City's website, and on social media. Notices will be written in plain language and translated into Spanish, consistent with the City's LEP program.

### *Community Meetings and Workshops*

Public meetings will be scheduled at accessible times and locations, and when feasible, in or near affected communities. Virtual meetings may also be used to increase participation. Interpreters or bilingual staff may be provided by request in advance, subject to availability.

### *Information Availability*

Key project-related information will be made available in advance of decisions, as appropriate and when feasible. Upon request, and if possible, alternative formats will be provided at no cost—for instance, large-print for visually impaired individuals, or translated summaries for LEP persons.

## VI. Limited English Proficiency Program

Executive Order 13166, *Improving Access to Services for Persons with Limited English Proficiency*, requires recipients of federal financial assistance to take reasonable steps to provide meaningful access to their programs and activities for individuals who are Limited English Proficient (LEP). Recipients of federal funding must also conduct a Four-Factor Analysis, develop a Language Assistance Plan (LAP), and implement strategies to ensure that language barriers do not prevent LEP individuals from accessing services.

The Limited English Proficiency and Language Assistance Plan is included as [Appendix C](#).

## VII. Data Collection and Analysis

The City of Beaumont will collect, analyze, and maintain demographic data to support its commitment to equitable access to federally funded programs, services, and activities. Data will be obtained from reliable governmental sources responsible for producing and validating demographic, socioeconomic, and environmental information. These sources will include, but are not limited to, the U.S. Census Bureau, American Community Survey (ACS), U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, California Department of Finance, California Department of Labor, California Employment Development Department,

and CalEnviroScreen data from the California Office of Environmental Health Hazard Assessment.

City staff may also collect project-specific demographic data as appropriate during outreach for federally funded projects. Outreach methods may include surveys, posters, emails, social media posts, press releases to local newspapers, and public meetings (virtual and in-person).

Collecting and analyzing this data helps the City determine the characteristics of the communities that are affected by its activities, programs, and services. This, in turn, helps the City provide better, more equitable services. For example, reviewing ACS data on languages spoken by the populations served will help the City identify language needs and prioritize translation services to ensure the public has meaningful access to essential information and opportunities for participation.

## VIII. Annual Assessment

The City will develop an annual report of Title VI accomplishments and upcoming goals, including an update to the Title VI Program as needed to reflect organizational or policy changes. The report will include a work plan outlining Title VI monitoring and review activities planned for the upcoming year. The Annual Work Plan will be made available to the public via the City's website or upon request.

## IV. Title VI Assurances in Contract Documents and Agreements

The City will ensure that required Title VI Assurances are included in every federal-aid contract and agreement. Appendices A and E will be included in all cases, with Appendices B, C, and D added when applicable. A complete copy of these assurances is provided in [Appendix E](#).

# Appendix A: Non-Discrimination Notice

## NON-DISCRIMINATION NOTICE

### YOUR RIGHTS AGAINST DISCRIMINATION UNDER TITLE VI OF THE CIVIL RIGHTS ACT OF 1964 AND RELATED NON-DISCRIMINATORY AUTHORITIES

Title VI of the Civil Rights Act of 1964 provides 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 subjected to discrimination under any program or activity receiving federal financial assistance.

The following additional authorities provide protection against discrimination on the basis of sex, age, disability, religion, sexual orientation, gender identity, or any other category protected by State or Federal law:

- Section 162(a) of the Federal-Aid Highway Act of 1973 (Section 324, Title 23 U.S.C.)
- Section 504 of the Rehabilitation Act of 1973
- The Age Discrimination Act of 1975 (Section 6101-6107, Title 42 U.S.C.)
- The Civil Rights Restoration Act of 1987 (Public Law 200-209)

Any person who believes that they have been discriminated against may file a written complaint with the City of Beaumont within 180 days of the alleged discrimination. Complaint forms and instructions for filing complaints concerning discrimination are available on the City of Beaumont's website at [beaumontca.gov](http://beaumontca.gov). Title VI Complaint Forms can also be obtained from the front desk at the Beaumont Civic Center.

To file a Title VI discrimination complaint, please use the following contact information:

#### **City of Beaumont – Title VI Coordinator**

Attn: Administrative Services Director  
550 E. 6th Street, Beaumont, CA 92223  
Phone: (951) 769-8520  
Fax: (951)769-8526  
Email: [TitleVI@beaumontca.gov](mailto:TitleVI@beaumontca.gov)

# Appendix B: Discrimination Complaint Form

## DISCRIMINATION COMPLAINT FORM

The City of Beaumont (City) is committed to ensuring that no person is excluded from participating in or denied the benefits of its services on the basis of race, color, national origin, sex, age, or disability. Complaints must be filed within 180 days from the date of the alleged discrimination. The following information is necessary to assist the City in processing your complaint. If you require any assistance in completing this form, please contact the City's Title VI Coordinator.

When completed, submit the original signed form to:

**City of Beaumont – Title VI Coordinator**

Administrative Services Director  
550 E. 6th Street, Beaumont, CA 92223  
Phone: (951) 769-8520  
Fax: (951)769-8526  
Email: TitleVI@beaumontca.gov

**1. Contact Information:**

Complainant's Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, and Zip Code: \_\_\_\_\_

Telephone: \_\_\_\_\_

**2. Are you filing this complaint on your own behalf?** Yes No

If you answered yes, please go to question #3. If you answered no, please briefly explain why you have filed for a third party:

\_\_\_\_\_  
\_\_\_\_\_

If you answered no, please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party. Yes No



**7. Please list any person(s) we may contact for additional information to provide further information for your complaint:**

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**8. Has this complaint been filed with any other Federal, State, or local investigative agency?** Yes No

If “yes,” please provide the following information:

Agency: \_\_\_\_\_

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone No.: \_\_\_\_\_

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

**9. Please provide any additional information that you believe would assist in the investigation:**

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You may attach any written materials or other information that you think is relevant to your complaint.

**Signature of Complainant:**

**Date:**

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# Appendix C: Limited English Proficiency and Language Assistance Plan

## Background

The City of Beaumont has developed this Language Assistance Plan (LAP) to comply with Title VI of the Civil Rights Act of 1964 and Executive Order 13166, *Improving Access to Services for Persons with Limited English Proficiency (LEP)*. Title VI prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving federal financial assistance. Moreover, Executive Order 13166 requires all recipients of federal funding to take reasonable steps to ensure that individuals with LEP have meaningful access to programs, services, and activities.

LEP persons refer to those for whom English is not their primary language and who have a limited ability to read, write, speak, or understand English. It includes people who reported to the U.S. Census that they speak English less than very well, not well, or not at all.

In accordance with guidance from the U.S. Department of Transportation and the Federal Highway Administration, the City has conducted a Four-Factor Analysis to assess local language needs and identify appropriate language assistance measures. This plan outlines the findings of that analysis and describes actions the City will include to improve language access for LEP individuals.

## Four-Factor Analysis

The City conducted a *Four-Factor Analysis* to assess language needs in its service area, as recommended by the U.S. Department of Transportation. This analysis will be reviewed at least annually and considers the following factors:

- 1) The number or proportion of LEP persons eligible to be served or likely to be encountered
- 2) The frequency with which LEP persons come into contact with City programs
- 3) The nature and importance of the program, activity, or service to people's lives
- 4) The resources available to the recipient for LEP Outreach

*Factor 1: The number or proportion of LEP persons eligible to be served or likely to be encountered*

To assess the number or proportion of LEP persons who may be served or encountered by the City, data from the U.S. Census Bureau’s 2023 American Community Survey (ACS) 1-Year Estimates was analyzed. These data are considered the most current and reliable for understanding the linguistic needs of the City’s population.

In line with the U.S. Department of Justice’s Safe Harbor provision, which is also accepted by both the Federal Highway Administration (FHWA) and the Federal Transit Administration (FTA), written translation of vital documents is recommended for each LEP language group that constitutes either 5% or 1,000 persons, whichever is less, of the total population eligible to be served or likely to be affected.

Table 1 presents the number of LEP individuals by language group within the City of Beaumont. According to the ACS data, Spanish is the most prevalent language spoken by LEP individuals, comprising approximately 5.4% of the population, or about 2,701 individuals. No other LEP language group meets or exceeds the 5% or 1,000-person threshold established under the Safe Harbor provision.

This analysis indicates that Spanish-speaking LEP individuals represent the primary population requiring language assistance services. The City will continue to monitor demographic changes and update its language assistance plan accordingly to ensure compliance and meaningful access.

*Table 1 City of Beaumont LEP Populations*

Category	Population	Percentage of Population
Total population 5 years and over	50,243	100.0%
Speak only English	35,004	69.7%
Spanish: Speak English less than "very well"	2,701	5.4%
French, Haitian, or Cajun: Speak English less than "very well"	0	0.0%
German or other West Germanic languages: Speak English less than "very well"	0	0.0%
Russian, Polish, or other Slavic languages: Speak English less than "very well"	79	0.2%

Other Indo-European languages: Speak English less than "very well"	98	0.2%
Korean: Speak English less than "very well"	91	0.2%
Chinese (incl. Mandarin, Cantonese): Speak English less than "very well"	457	0.9%
Vietnamese: Speak English less than "very well"	138	0.3%
Tagalog (incl. Filipino): Speak English less than "very well"	419	0.8%
Other Asian and Pacific Island languages: Speak English less than "very well"	47	0.1%
Arabic: Speak English less than "very well"	223	0.4%
Other and unspecified languages: Speak English less than "very well"	7	0.0%

2023 ACS 5-Year Estimates, Table C16001: Language Spoken at Home for the Population 5 Years and Over

*Factor 2: The frequency with which LEP persons come into contact with City programs*

While the City has not yet formally collected data on the frequency of contact with Limited English Proficient (LEP) individuals, observations from City staff provide useful insights. The most common point of contact with LEP individuals occurs with the City’s front counter staff. Based on staff estimates, Spanish-speaking LEP individuals seek assistance approximately once per day.

The City’s Human Resources Department maintains a current list of certified bilingual employees who are available to assist with translation and interpretation needs. While the Public Works Department does not regularly receive requests for language assistance in connection with federally funded programs or projects, translation support will be available when requested in advance and will be provided whenever feasible. Staff will also make reasonable efforts to assist with unscheduled translation needs if qualified personnel are available.

Overall, the City’s contact with LEP individuals appears to be infrequent and largely limited to front-counter interactions. Among the LEP populations served, Spanish is the most commonly spoken language. The City will continue to monitor contact frequency and adapt its language assistance measures as necessary to ensure meaningful access to services.

### *Factor 3: The nature and importance of the program, activity, or service to people's lives*

The City of Beaumont's Public Works Department provides essential services that directly impact the daily lives of residents, including transportation improvements, public infrastructure projects, and ongoing maintenance of streets and sidewalks. Some of these services are supported by federal funding and play a key role in community safety, mobility, and access.

Public infrastructure and transportation services are closely tied to broader quality-of-life outcomes. These programs support safe and reliable travel, connect people to jobs, education, and services, and contribute to healthier communities through improved air quality, reduced runoff, and support for active transportation options like walking and bicycling. While requests for language assistance related to federally funded projects have been infrequent, more than 5% of the City's population is Limited English Proficient. These individuals may rely on the City's services to navigate their neighborhoods, access essential services, and participate in civic life. Acknowledging the importance of these programs helps ensure they remain accessible and responsive to the needs of all residents.

### *Factor 4: The resources available to the recipient for LEP outreach*

The City of Beaumont recognizes the importance of providing meaningful access to public services and information for individuals with Limited English Proficiency (LEP). While current outreach efforts are limited, this Language Assistance Plan outlines reasonable steps the City will include to enhance access based on identified needs and available resources.

The following language assistance strategies will be included as part of the LAP:

#### *Translation of Vital Documents*

In accordance with federal guidance, the City will translate Title VI vital documents into Spanish, the primary language spoken by the City's LEP population. These documents include the Title VI Notice of Rights, the Title VI Complaint Form and instructions, and public notices related to federally funded Public Works projects. For longer or technical materials, translated summaries may be provided when appropriate. Other language translations may be considered upon request.

### *Oral Interpretation Support*

The City will identify opportunities to provide interpretation at public meetings when requested in advance. This may involve the use of bilingual staff, when qualified and available, or professional interpretation services depending on the language and setting.

### *Bilingual Staff Directory*

The City will coordinate with the Human Resources Department to maintain a current list of staff who self-identify as bilingual and are willing to assist with basic communication needs. This list will be updated periodically and made available to departments likely to interact with LEP individuals.

### *Signage and Public Notices*

Informational signage stating that free language assistance is available will be posted at public counters and included in outreach materials. Public notices may include information in Spanish on how to request translation or interpretation.

### *Title VI Webpage Section*

A dedicated section on the City's existing website will be created to house Title VI and LEP-related information. This section will include the City's Title VI Notice, Complaint Form, Language Assistance Plan, and translated materials, along with instructions on how to request language assistance. Additionally, the City's website features a built-in translation tool to assist non-English speakers in accessing general information.

## **Plan Monitoring and Updates**

The City of Beaumont will review and update this Language Assistance Plan (LAP) as needed to reflect changing demographics, program changes, or resource availability. To meet the requirements of FHWA and Caltrans, an annual assessment will be conducted to determine if modifications are necessary to ensure meaningful access to projects and services for LEP persons.

City staff may also document requests for translation or interpretation services, complaints related to language access, and public input on outreach effectiveness. These efforts will help determine whether additional measures are needed to ensure meaningful access for Limited English Proficient (LEP) individuals.

The LAP is intended to be a living document and may be modified in response to community feedback, service delivery needs, or updated federal guidance.

## Appendix D: Beaumont Transit Title VI Report



### *Introduction*

The *Beaumont Transit Title VI Report* serves as an appendix to the City of Beaumont's broader Title VI Implementation Plan. This report outlines how the City of Beaumont Transit Department ("Beaumont Transit") upholds the principles of Title VI of the Civil Rights Act of 1964 and other nondiscrimination regulations at the state level by ensuring equitable, accessible, and nondiscriminatory transit services for all members of the community.

Beaumont Transit provides fixed-route and paratransit services within Beaumont and neighboring communities, operating a revenue fleet of 22 buses. Beaumont Transit is not a direct recipient, or sub-recipient, of funding from the U.S. Department of Transportation (DOT) or the Federal Transit Administration (FTA) and is not submitting this report for federal compliance. However, it does receive state-administered transit funding through the Riverside County Transportation Commission (RCTC). To guide the development of this report, Beaumont Transit used the FTA's Title VI program guidelines, as outlined in Circular 4702.1B, to ensure its service standards are consistent with industry best practices and comparable to those of other transit agencies statewide and nationwide.

Although not required, Beaumont Transit viewed this as an opportunity to evaluate how well transit services support equity and access for all riders and to establish clear service standards consistent with Title VI principles. This report, together with the City's Title VI Implementation Plan, reflects Beaumont Transit's ongoing commitment to fairness, transparency, and accessibility in its transit operations.

## System-Wide Service Standards

### Vehicle Load Standards

Vehicle load refers to the ratio of passengers on board to the number of available seats. When loads become high enough to cause overcrowding, additional service may be considered to support equitable access and maintain a reliable rider experience. The figures below represent the maximum number of passengers allowed, which includes both seated and standing capacity.

To ensure fair and consistent service, the average passenger load during peak periods should not exceed the maximum load factor shown for each vehicle type. These standards are based on the specific seating and standing capacities of each vehicle model in Beaumont Transit's fleet.

Length (feet)	Year Built	Manufacturer	Model	Seating Capacity	Standing	Total	Maximum Load Factor
40	2015	El Dorado National	XHF 40	43	13	56	1.3
24	2016	Ford	E-450	20	6	26	1.3
33	2016	Ford	F-550	30	9	39	1.3
32	2018	El Dorado National	EZ-RIDER	30	15	45	1.5
25	2019	Greenpower	EV Star	10	0	10	1.0
33	2019	Ford	F-550	28	8	36	1.3
32	2023	El Dorado National	EZ-RIDER II	27	13	40	1.5
32	2024	El Dorado National	EZ-RIDER II	27	13	40	1.5

### Vehicle Headways

Vehicle headway refers to the amount of time between buses operating on the same route. Headways are determined based on service demand, scheduling constraints, fiscal capacity, and available vehicles. Longer headways may indicate lower demand or limited resources, while shorter headways are generally provided on higher-ridership routes.

For demand-response services such as Dial-A-Ride (paratransit), headways vary by trip request and are not fixed. For fixed-route service, the current scheduled headways are listed in the table below.

Monitoring and maintaining appropriate headways support the agency’s commitment to equitable service delivery by helping ensure reasonable wait times across all communities served.

Frequency (minutes)		
Route	Weekday	Saturday
Route 3	60	N/A
Route 4	60	N/A
Route 3/4	N/A	60
Route 7	40-45	N/A
Route 9	40-45	N/A
Casino Express	40-80	N/A
Commuter link 120	30-60	120
Commuter link 125	135	N/A

### *On-Time Performance*

Beaumont Transit considers a trip on time if it departs no more than one minute early and arrives no later than five minutes past the scheduled time. The performance target is set at 85%, with a goal of reaching 90% on-time performance. Monitoring on-time performance helps ensure consistent and reliable service delivery for all riders.

### *Service Availability*

Beaumont Transit provides fixed-route bus service to areas with residential neighborhoods, medical facilities, shopping centers, government offices, employment sites, and other destinations that can support regular transit use. Service is concentrated along major roads in areas of higher density and transit demand, including historically underserved communities.

Most bus stops are spaced about one-quarter mile apart. However, this spacing may vary based on land use, pedestrian access, and safety conditions. Beaumont Transit also offers Dial-A-Ride (paratransit) service for individuals with disabilities within the service area, providing accessible transportation for those who may not be able to use regular bus routes.

Ongoing service improvements are guided by ridership patterns, community feedback, and local planning studies. These efforts help ensure that transit services remain responsive to the needs of Beaumont’s diverse population and are distributed equitably across the service area.

### *Transit Amenities*

Beaumont Transit provides and maintains various transit amenities at bus stops to enhance the comfort and convenience of riders. These amenities include benches, shelters, trash receptacles, and clearly marked signage.

At a minimum, all designated bus stops within the service area have signage. Additional amenities, such as benches and shelters, are installed based on factors including passenger boarding activity, proximity to major destinations or landmarks, and whether the stop serves as a key transfer point. Higher-use stops are prioritized for these enhancements.

To promote equitable access, Beaumont Transit considers demographic characteristics, land use, and community needs when prioritizing stop improvements.

All new transit amenities are installed in compliance with the Americans with Disabilities Act (ADA) to ensure accessibility for all passengers. Outside the City of Beaumont, the placement of amenities is the responsibility of the local jurisdiction.

Beaumont Transit maintains clean, safe, and accessible waiting areas for all riders as part of its ongoing effort to improve accessibility, equity, and the rider experience.

### *Vehicle Assignments*

Beaumont Transit's fleet includes 20 compressed natural gas (CNG) buses for fixed-route service and 2 electric vehicles (EVs) used for Dial-A-Ride. All vehicles are ADA-compliant, equipped with wheelchair lifts or ramps, and feature air conditioning and heating to ensure passenger comfort in all weather conditions. Fixed-route buses are also outfitted with bike racks, allowing passengers to combine biking with transit.

To ensure cleanliness and rider comfort, all vehicles receive interior cleaning at least twice a month, with daily light cleaning performed during regular service hours.

Vehicle assignment is based on service type, with fixed-route vehicles assigned to major routes and EV shuttles used for demand-response trips. These practices ensure that all riders have access to clean, accessible, and well-equipped vehicles, regardless of where or how they travel in the system.

### *Public Participation Plan*

The strategies outlined here reflect Beaumont Transit's commitment to inclusive public engagement in transit-related decisions, especially for minority, low-income, Limited English Proficient (LEP), elderly, and disabled populations.

### *Public Participation Strategies*

To ensure meaningful access to decision-making, Beaumont Transit will:

- **Ensure Language Accessibility:** Key public information will be provided in English and Spanish. Translation and interpretation services will be offered upon request and when feasible.
- **Promote Widespread and Equitable Notification:** Meetings and updates will be shared through multiple channels, including onboard notices, flyers at key stops, the City website, social media, local media, and community-based organizations.
- **Hold Accessible Public Meetings:** Public meetings will be held in ADA-compliant, transit-accessible venues and scheduled at convenient times. Virtual options will be offered when possible.
- **Engage Through Community Partnerships and Events:** Transit staff will participate in community events such as health fairs, school functions, and senior center activities. When appropriate, staff may also ride bus routes or host pop-up events to engage directly with the public. Partnerships with local organizations (e.g., senior centers, schools, libraries, and Transportation NOW) will be used to expand outreach.
- **Gather Community Feedback:** Rider surveys, comment forms, and informal feedback will be used to shape policies and service decisions. Outreach materials will reflect Title VI protections and invite public input from all groups.

### *Limited English Proficiency (LEP) Plan*

Beaumont Transit follows the City of Beaumont's Language Assistance Plan (LAP), included in [Appendix C](#) of this Title VI Implementation Plan. That plan outlines the City's responsibilities for providing meaningful access to services for Limited English Proficient (LEP) individuals in accordance with Executive Order 13166 and Title VI of the Civil Rights Act of 1964.

This section provides transit-specific provisions that support and supplement the City's LAP. It summarizes how Beaumont Transit assesses local language needs, identifies service barriers, and implements language assistance measures specific to transit services and riders. These strategies are informed by demographic data, rider surveys, and direct staff interactions with LEP individuals.

## *Four-Factor Analysis*

### Factor 1: LEP Population in the Service Area

To supplement the City's Four-Factor Analysis included in [Appendix C](#), Beaumont Transit reviewed local data to identify language needs specific to transit users. While Spanish is the most common non-English language in the community overall, Beaumont Transit further analyzed its rider population to assess whether transit-dependent LEP individuals may differ from the general population.

A 2020 rider survey gathered demographic and language-related data from fixed-route passengers to better understand the linguistic makeup of the transit system's active user base.

Survey highlights include:

- **Race/Ethnicity:** 26% of riders identified as White/Caucasian, 36% as Hispanic/Latino, 27% as Black/African American, and 8% as Asian/Pacific Islander.
- **Primary Language Spoken:** 85% of respondents reported English as the language spoken most often, followed by 30% reporting Spanish, and 5% reporting other languages.
- **Self-Rated English Proficiency:** 89% said they spoke English "very well" or were native speakers; 11% stated they spoke English less than "very well."

These results confirm that Spanish-speaking individuals with limited English proficiency represent a substantial portion of Beaumont Transit's ridership. Internal feedback from dispatch and customer service staff further validates this, with Spanish being the most commonly encountered non-English language in daily operations.

No other language group meets the federal threshold of 5% or 1,000 persons, nor does any other group regularly engage with the agency at a level requiring targeted services. Nonetheless, Beaumont Transit accommodates other language needs upon request and when feasible.

Given this analysis, Beaumont Transit prioritizes Spanish-language access through bilingual staff support and written translations of essential transit information to ensure meaningful service for LEP individuals.

### Factor 2: Frequency of Contact with LEP Individuals

Beaumont Transit staff, including bus operators, dispatchers, and customer service representatives, report frequent contact with Spanish-speaking individuals who have

limited English proficiency. These interactions occur regularly on fixed-route buses and through the dial-a-ride reservation system. Common topics include schedules, fares, and route information.

Spanish is also commonly used during customer service calls and at outreach events such as community fairs, senior center visits, and travel training sessions. Staff feedback and rider surveys confirm that many transit-dependent passengers prefer to communicate in Spanish. In contrast, contact with speakers of other non-English languages is infrequent and does not currently justify expanded language services for those groups.

Because Spanish is consistently used in essential interactions, Beaumont Transit will prioritize providing key information in Spanish. This includes translated notices and alerts, as well as bilingual support in person and over the phone.

### Factor 3: Importance of Transit Services

Public transportation plays a critical role in the daily lives of Limited English Proficient (LEP) individuals, many of whom rely on it as their primary means of mobility. According to Beaumont Transit's 2020 rider survey, 70.5% of respondents indicated that an automobile was not available for the trip they were making, and 30% reported that no working vehicle was available in their household. When asked how they would have traveled if the bus was not available, 38.5% said they would walk, while 19.6% stated they would not have made the trip at all.

These findings demonstrate that transit service is essential to ensuring equitable access to opportunities for LEP riders. Riders reported using the bus for a range of purposes, including commuting to work, attending school, accessing medical care, and shopping for basic needs. The consistent reliance on transit for such vital activities underscores the importance of maintaining accessible, inclusive, and reliable transportation options for LEP populations.

### Factor 4: Resources and Cost

Beaumont Transit is a small municipal transit agency with a limited operating budget; however, many language assistance services for LEP individuals can be implemented at a reasonable cost. The agency is committed to taking reasonable steps to provide meaningful access to its programs and services for all riders, including those with limited English proficiency.

The City currently employs bilingual (English/Spanish) staff in key frontline positions, including customer service representatives and bus operators. These internal resources are

leveraged to assist Spanish-speaking LEP individuals without incurring significant additional costs. Bilingual staffing levels include:

- Bus Operators: 33% are bilingual in English and Spanish
- Administrative staff (including customer service): 75% are bilingual in English and Spanish

Written brochures, flyers, and notices are translated in-house by bilingual staff. Where possible, Beaumont Transit also leverages translated materials from peer agencies and utilizes low- or no-cost tools such as Google Translate on the City's website to enhance language access. While the agency does not track all language access costs line by line, it monitors expenditures such as bilingual staff pay and basic translation services. Based on this data, Beaumont Transit estimates that its LEP-related efforts comprise less than 1% of the agency's total operating budget.

Beaumont Transit will continue to evaluate local language needs using data from the U.S. Census, rider surveys, and staff observations. These efforts help ensure the agency maintains an appropriate level of language assistance in line with available resources and community needs.

### *Language Assistance Plan*

Beaumont Transit follows the City of Beaumont's Limited English Proficiency (LEP) Plan, included as [Appendix C](#) of this Title VI Implementation Plan. The following transit-specific provisions reflect Beaumont Transit's efforts to ensure meaningful access to transit services for individuals with limited English proficiency—particularly Spanish-speaking riders, who represent the largest LEP population in the service area.

#### **1. Written Translations**

Beaumont Transit will provide Spanish translations of vital transit documents, including:

- Title VI notices and complaint forms
- ADA paratransit applications
- Additional materials will be translated upon request and when feasible

#### **2. Oral Interpretation**

Spanish-speaking staff will be available at the Transit Office and via phone to assist Spanish-speaking riders. Bus operators and dispatchers will be trained to recognize language needs and to connect riders with bilingual staff as needed.

### **3. Digital Access**

The Beaumont Transit website will feature an integrated translation tool for access in multiple languages. Important announcements, including service changes or emergencies, will be posted in Spanish on social media and the website when applicable.

### **4. Public Outreach and Meetings**

Public meeting notices, flyers, and outreach materials will be distributed in both English and Spanish. Interpreter services will be provided at public meetings upon advance request and when feasible.

### **5. Emergency Communications**

During service disruptions or emergencies, Beaumont Transit will issue bilingual alerts through social media, onboard signage, and printed notices to ensure all riders receive timely and accessible information.

### **6. Monitoring and Updating the LEP Plan**

The Title VI Coordinator will monitor the effectiveness of language assistance efforts and update the Four-Factor Analysis and Language Assistance Plan every Title VI Program cycle or sooner as needed.

#### *Racial Breakdown of Non-Elected Advisory Councils*

Beaumont Transit does not select membership to any transit-related, non-elected planning boards, advisory councils or committees, or similar bodies. However, in alignment with its commitment to equitable service delivery, Beaumont Transit prioritizes community engagement and actively considers the input and concerns of the diverse minority populations that comprise a significant portion of its daily ridership.

#### *List of Title VI Investigations, Complaints or Lawsuits*

Beaumont Transit has not been subject to any Title VI investigations, complaints, or lawsuits related to transit services. The agency will maintain a detailed log of any such occurrences, should they arise in the future. The complete complaint procedure is outlined in Section IV of the implementation plan and the accompanying complaint form is provided in [Appendix B](#).

# Appendix E. Appendices A-E of the Title VI Assurances

## 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 non-discrimination 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. **Non-discrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, national origin, age, sex, or disability 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. **Solicitation 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 Non-discrimination on the grounds of race, color, national origin, age, sex, or disability.
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 Nondiscrimination 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 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 California Department of Transportation will accept title to the lands and maintain the project constructed thereon in accordance with Title 23 U.S.C., the regulations for the administration of the preceding statute, and the policies and procedures prescribed by the FHWA 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 California Department of Transportation 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 California Department of Transportation and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the California Department of Transportation, its successors and assigns.

The California Department of Transportation, in consideration of the conveyance of said lands and interest in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]\* (2) that the California Department of Transportation will use the lands and interests in lands and interest 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 Department of Transportation—Effectuation of Title VI of the Civil Rights Act Of 1964, and as said Regulations and Acts may be amended[, and (3) that in the event of breach of any of the above-mentioned non- discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said lands, 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 California Department of Transportation 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:
  - a. 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 Non-discrimination covenants, the California Department of Transportation will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.\*
- C. With respect to a deed, in the event of breach of any of the above Nondiscrimination covenants, the California Department of Transportation will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the California Department of Transportation 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 California Department of Transportation 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 furnishings of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits or, 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 of the above Non-discrimination covenants, the California Department of Transportation will have the right to terminate the (license, permits, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.\*
- C. With respect to deeds, in the event of breach of any of the above Nondiscrimination covenants, the California Department of Transportation will there upon revert to and vest in and become the absolute property of the California Department of Transportation 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 non-discrimination statutes and authorities, including, but not limited to:
- Pertinent Non-Discrimination 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 U.S.C. § 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 49 C.F.R. parts 37 and 38; The Federal Aviation Administration’s Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);

- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq)