

# **FULTON COUNTY**

Title VI Implementation Plan

April 2024

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## **I. Introduction**

This Title VI Implementation Plan is a part of Fulton County's continual and ongoing effort to proactively meet and exceed the minimum compliance requirements established under Title VI of the Civil Rights Act of 1964 (Title VI), 49 CFR § 26, and the related anti-discrimination statutes and regulations. With this Implementation Plan, Fulton County seeks to provide continued transparency, clarity, and technical guidance for internal and external constituents regarding its Title VI program.

## **II. Fulton County Title VI Non-Discrimination Notice & Policy**

Fulton County values each individual's civil rights and wishes to provide equal opportunity and equitable service for the citizens of this state. As a recipient of federal funds, Fulton County conforms to Title VI and all related statutes, regulations, and directives, which provide that no person shall be excluded from participation in, denied benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance from Fulton County on the grounds of race, color, age, sex, sexual orientation, gender identity, disability, national origin, religion, income status or limited English proficiency. Fulton County further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, regardless of whether those programs and activities are federally funded.

It is the policy of Fulton County to comply with Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e; Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107; Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, 42 U.S.C. §§ 4601-4655; 1973 Federal Aid Highway Act, 23 U.S.C. § 324; Title IX of the Education Amendments of 1972, Pub. L. No. 92-318, 86 Stat. 235; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §§ 701 *et seq.*; Civil Rights Restoration Act of 1987, Pub. L. No. 100-259, 102 Stat. 28; Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101 *et seq.*; Title VIII of the Civil Rights Act 1968, 42 U.S.C. §§ 3601-3631; Exec. Order No. 12898, 59 Fed. Reg. 7629 (1994) (Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations); and Exec. Order No. 13166, 65 Fed. Reg. 50121 (2000) (Improving Access to Services for Persons with Limited English Proficiency).

The Civil Rights Restoration Act of 1987, Pub. L. No. 100-259, 102 Stat. 28, broadened the scope of Title VI coverage by expanding the definition of the terms "programs or activities" to include all programs or activities of federal aid recipients, sub-recipients, and contractors/consultants, regardless of whether such programs and activities are federally assisted.

Under the requirements of Section 504 of the Rehabilitation Act of 1973, Pub. L. No. 93-112, 87 Stat. 355, Fulton County hereby gives assurance that no qualified disabled person shall, solely because of disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination, including discrimination in employment, under any program or activity that receives or benefits from this federal financial assistance.

Fulton County also assures that every effort will be made to prevent discrimination through the impacts of its programs, policies, and activities on minority and low-income populations. In addition, Fulton County will take reasonable steps to provide meaningful access to services for persons with limited English proficiency (LEP). Fulton County will, where necessary and appropriate, revise, update, and incorporate nondiscrimination requirements into appropriate manuals, directives, and regulations.

Whenever Fulton County distributes federal aid funds to a second-tier sub-recipient, Fulton County will include Title VI language in all written agreements.

The following individual has been identified as Fulton County's Title VI Coordinator and is responsible for initiating and monitoring Title VI activities, preparing reports, and performing other responsibilities, as required by 23 C.F.R. § 200 and 49 C.F.R. § 21.

**Christina Haughs**

Fulton County Title VI Coordinator  
125 E. 9th Street, Rochester, IN 46975  
574-223-7709  
[hr@co.fulton.in.us](mailto:hr@co.fulton.in.us)

**Fulton County** affirms its commitment to nondiscrimination annually by publishing its Annual Title VI Implementation Plan and reaffirming its Assurances of Nondiscrimination.

### **III. Title VI Assurances & Implementation**

Fully executed (Signed) Assurances are included in **Appendix A** and integrated into this document. This Title VI Implementation Plan has been adopted, implemented, and is being adhered to by Fulton County. Fulton County has implemented this plan by Resolution, and it is effective for the 2024-2027 plan years. This plan will be renewed on or before **May 1, 2027**.

Signed by: \_\_\_\_\_ Date: \_\_\_\_\_

**Bryan Lewis**

President, Fulton County Board of Commissioners

The individual above is a duly authorized representative of Fulton County.

## IV. Fulton County Organization and Staffing

County Department	Dept Head Name	Email	Phone
	Andrew Holland	aholland@co.fulton.in.us	
	Bryan Lewis	blewis@co.fulton.in.us	
	Carrie Ranstead	vr@co.fulton.in.us	
	Chad Calvert	ccalvert@co.fulton.in.us	
	Chayse Thompson	cthompson@co.fulton.in.us	
	Judge Chris Lee	judgelee@co.fulton.in.us	
	Christina Haughs	hr@co.fulton.in.us	
	Christina Sriver	auditor@co.fulton.in.us	
	Courthouse Security	courtsecurity@co.fulton.in.us	
	David Sommers	dsommers@co.fulton.in.us	
	Dawn Ziemek	dziemek@co.fulton.in.us	
	Deb Bock	recorder@co.fulton.in.us	
	County Health Nurse	dostafin@co.fulton.in.us	
	County Surveyors Office	surveyor@co.fulton.in.us	
	Gail Karas	911Admin@co.fulton.in.us	
	Heather Redinger	hredinger@co.fulton.in.us	
	Highway Department	highway@co.fulton.in.us	
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	Rick Ranstead	rranstead@co.fulton.in.us	
	Ron Dittman	rdittman@co.fulton.in.us	
	Steve Fishburn	sfishburn@co.fulton.in.us	
	Travis Heishman	T.Heishman@co.fulton.in.us	

## V. Public Dissemination

Title VI information will be displayed at all places in which public meetings are held. The name and contact information of the Fulton County Title VI Coordinator will be displayed on the Title VI information.

The Fulton County Title VI plan and policy, which includes the ADA/Section 504 plan, Limited English Proficiency (LEP) plan, and complaint procedures, is available on the Fulton County's Website at <https://www.co.fulton.in.us/>. Copies of these plans will be provided upon request. LEP individuals may obtain translated copies of these plans upon request. Any questions or comments regarding this plan should be directed to the Title VI Coordinator.

## VI. Community Involvement & Outreach

The county commits to ensuring community involvement and outreach are conducted respectfully and appropriately which will allow for diverse involvement. Public meetings, programs, and activities will provide equitable opportunities for participation. As such, this plan will be open for public comment and be adopted at a public hearing once approved by the county council.

The Fulton County Commissioners and County Council meet bimonthly, and those meetings are open to the public, where Public Input surveys are provided to obtain any socioeconomic data. Public meetings are published on Fulton County's website and distributed to local media outlets as are other events and news. However, some county departments utilize local and social media as another avenue to communicate with the community.

All Fulton County public meetings are held in locations accessible to individuals with disabilities. Upon request, translators can be provided free of charge to those individuals with limited English proficiency. Auxiliary aids are also available upon request. All such requests must be made at least forty-eight (48) hours in advance of the public meeting.

## VII. Data Collection

Fulton County will collect and analyze statistical information regarding demographics to assist in monitoring and ensuring nondiscrimination in all of its programs and activities. The Fulton County will utilize a voluntary public involvement survey (**Appendix H**) to collect information regarding persons affected by proposed projects. The survey permits respondents to remain anonymous, while voluntarily answering questions regarding their gender, ethnicity, race, age, disability status, and household income.

As noted above, some information is collected periodically to determine what data needs to be collected. The following types of data are being collected by the County:

- Complaints received, logged, processed, and investigated by the county.
- Limited English Proficiency reports
- Title VI Training, as required
- Public Involvement Survey
- Meeting minutes and discussions related to Title VI in all program areas
- Identifying a program area and any associated risks may be obtained during the project or other county-related information meetings or right-of-way data collection, which includes information on the valuation of impacted, negotiations with impacted property owners, and the relocation of impacted property owners and tenants. Project data regarding the race, color, national origin, sex, age, and disability of the property owners of parcels valued, property owners, and property owners/tenants relocated can be collected. For example, this data would be evaluated to determine if the processes in Right of Way were conducted in a non-discriminatory manner. Any data collected should be collected in a manner that is reportable upon request from the funding agency.

Fulton County plans to make the Public Input survey available at all public hearings and meetings and inappropriate county buildings. Completed surveys shall be retained for a period of three (3) years from the date of the meeting.

## **VIII. Complaints of Discrimination**

### ***How to File a Complaint?***

While a Complainant may preliminarily submit his or her complaint by online form submission, mail, facsimile, or email to the Title VI Coordinator, a signed, original copy of the complaint must be mailed to the Title VI Coordinator to officially begin the complaint process. Any person with a disability may request to file his or her complaint using an alternative format. Fulton County does not require a Complainant to use the Fulton County complaint form when submitting his or her complaint. However, all complaints of discrimination, under Title VI, shall be directed to the:

**Christina Haughs**

Fulton County Title VI Coordinator  
125 E. 9th Street, Rochester, IN 46975  
574-223-7709  
[hr@co.fulton.in.us](mailto:hr@co.fulton.in.us)



### ***Elements of a Complete Complaint***

A complaint must be both written and signed to be complete. Verbal complaints must be reduced to writing and provided to the Complainant for confirmation, review, and signature before processing. The complaint form is available for download from the Fulton County website at: [www.co.fulton.in.us](http://www.co.fulton.in.us)

Additionally, a complaint must include the following information:

- The full name and address of the Complainant;
- The full name and address of the Respondent, the individual, agency, department, or program that allegedly discriminated against Complainant; and
- A description of the alleged discriminatory act(s) that violated Title VI (i.e., an act of intentional discrimination or one that has the effect of discriminating based on race, color, national origin, sex, age, or disability) and the date of occurrence.

### ***Processing Complaints***

In processing all complaints, the Title VI Coordinator is responsible for:

- The Title VI Coordinator will review the complaint upon receipt to ensure that all required information is provided, the complaint meets the filing deadline date which is 180 days from the date the alleged discriminatory act occurred, and falls within the jurisdiction of the County.
- The Title VI Coordinator will then investigate the complaint. If the complaint is against the county, then the commissioner or their designee will investigate the complaint. Additionally, a copy of the complaint will be forwarded to the County Attorney.
- If the complaint warrants a full investigation, the Complainant will be notified in writing by certified mail. This notice will name the investigator and/or investigating agency.
- The party alleged to have acted in a discriminatory manner will also be notified by certified mail as of the complaint. This letter will also include the investigator's name and will request that this party be available for an interview.
- Any comments or recommendations from legal counsel will be reviewed by the Title VI Coordinator and the Commissioners.
- Once the County has investigated the report's findings, the County will adopt a final resolution.
- All parties associated with the complaint will be properly notified of the outcome of the County's investigative report.

- If the complainant is not satisfied with the results of the investigation of the alleged discriminatory practice(s), she/he shall be advised of their right to appeal the County's decision. Appeals must be filed within 180 days after the County's final resolution. Unless new facts not previously considered come to light, reconsideration of the County's determination will not be available.
- The foregoing complaint resolution procedure will be implemented by the Department of Justice guidance manual entitled "Investigation Procedures Manual for the Investigation and Resolution of Complaints Alleging Violations of Title VI and Other Nondiscrimination Statutes," available online at: <http://www.justice.gov/crt/about/cor/Pubs/manuals/complain.pdf>

## **IX. Environmental Justice Analysis & Reports**

By Title VI of the Civil Rights Act of 1964, each Federal agency shall ensure that all programs or activities receiving Federal financial assistance that affect human health or the environment do not directly, or through other arrangements, use criteria, methods, or practices that discriminate based on race, color, or national origin. Part of Title VI reads, "No person in the United States shall, on the ground of race, color, or national origin be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program or activity receiving Federal financial assistance."

The three fundamental environmental justice (EJ) principles are:

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

Fulton County is committed to these three environmental justice principles in all work that the County performs.

## **X. Limited English Proficiency (LEP) Policy**

On August 11, 2000, the President signed an executive order, Executive Order 13166: Improving Access to Service for Persons with Limited English Proficiency (LEP), to clarify Title VI of the Civil Rights Act of 1964. It has as its purpose, to ensure meaningful access to programs and services to otherwise eligible persons who are not proficient in the English language. In addition, The US Department of Transportation published Policy Guidance Concerning Recipients' Responsibilities to Limited English Proficient Person in the December 14, 2005, Federal Register. This guidance outlines the following four factors that the County uses to access the LEP populations in Fulton County.

1. The number and proportion of LEP persons eligible to be served or likely to be encountered by the County.
2. The frequency with which LEP individuals come into contact with the program, activity, or service.
3. The nature and importance of the program, activity, or service provided by the program.
4. The resources available to the County and costs.

In addition, Fulton County has a translation device for LEP citizens as well as a phone number that can be used for translation:

- Does not speak English very well AND
- Primarily speaks another specific language as identified in current census data or other publically available records.

## XI. Summary of the Four-Factor Analysis

**Factor 1:** The number and proportion of LEP persons eligible to be served or likely to be encountered by the County can only be estimated until the actual number of persons who can speak English less than “very well” are documented as needing assistance by the County Staff. With this Title VI Plan being in the early development stages and considered a document that may need regular updates, US Census Bureau information is being used at this time. The total population is provided below to show the general distribution of race and ethnicity in the community. The estimated number of persons who speak a language other than English spoken at home, percent of persons aged 5 years+, the US Census Bureau 2017-2021 American Community Survey is 7.3%.

The U.S. Census Bureau provides statistics from 2020 for Fulton County with a total population = of **20,480**

### **Population by Ethnicity:**

White alone, percent, 2020 <a href="#">(a)</a>	96%
Black or African American alone, (V2023) <a href="#">(a)</a>	0.9%
American Indian and Alaska Native alone, percent, April 1, 2020 <a href="#">(a)</a>	1.0%
Asian alone, percent, (V2020) <a href="#">(a)</a>	0.7%
Native Hawaiians and Other Pacific Islanders alone	n/a
Two or More Races, percent,	1.4%
Hispanic or Latino, percent, April 1, 2020 <a href="#">(a)</a>	5.5%
White alone, not Hispanic or Latino, percent, July 1, 2020	91.4%

According to the census numbers above there may be up to 1,126 individuals who live in **Fulton County** that may be considered as LEP. Based on actual contact between County Staff and the community there have been limited, if any, requests from anyone in the service area asking the County to provide language translation services.

Therefore, the LEP population is probably even less than the estimate shown above.

**Factor 2:** The frequency with which LEP individuals come into contact with the program, activity, or service:

Due to the infrequent requests for translation services, there appears to be a minimal need for translation services from the County.

**Factor 3:** The nature and importance of the program, activity, or service provided by the program:

If at any time an LEP individual requests translation services that are considered important such that denial or delay of access or services or information could have serious or even life-threatening implications, the County will provide, upon request, services to assist the LEP population including translation of vital County documents and interpretation services.

## **XII. Summary of LEP Accommodation Plan**

- The Fulton County strives to serve its population to the best of its ability and will provide upon request, services to assist the LEP population including translation of vital documents and interpretation services deemed necessary to provide meaningful access to County services.
- A U.S. Census Bureau I Speak card is available as part of this document. This card allows LEP individuals to communicate their preferred language to County Staff whereas County Staff may then access a translation service as determined by the County.
- Fulton County utilizes a voluntary public involvement survey to collect information regarding persons affected by proposed projects. The survey permits respondents to remain anonymous, while voluntarily answering questions regarding their gender, ethnicity, race, age, sex, disability status, and household income. Once the survey data has been collected, it will be reviewed and then the survey will be placed in a file for future reference. In the case enough surveys are collected over time to show a significant increase in LEP populations, the County may consider changes to its LEP policy. Completed surveys shall be retained for a period of three years from the date of the meeting and/or completion of the related project, if applicable.
- The County reviews written Title VI complaints and ensures every effort is made to resolve complaints informally at the local or regional level and review and update the County's Title VI plan and procedures as required.
- Staff for the County will be provided with training on the requirements for providing meaningful access to services for LEP persons and new employees will receive the same training.

**XIII. Title VI Training**

***Employer/Employee Dissemination & Training***

At the time of Hire (and annually to all employees if applicable): Title VI policy education and literature will be provided to all Fulton County employees. Fulton County employees will be required to sign an acknowledgment of receipt indicating they have received and reviewed Title VI policy guidelines. New employees will be provided with education and literature at new employee orientation. Employees will be provided with updated education and literature as Fulton County deems necessary.

Employees will be expected to follow the Title VI policy and the guidelines set forth. Additionally, Fulton County employees should make every effort to alleviate any barriers to service or public use that would restrict public access or usage, take prompt and reasonable action to avoid or minimize discrimination incidences, and immediately notify the Title VI Coordinator, in writing, of any questions, complaints or allegations of discrimination.

Ongoing training will be provided to current employees annually, consisting of reading and having an understanding of the policies, provided in person, and signed by the employee. A copy of the training materials and employee authorization forms are provided in **Appendix I**.

**XIV. Public Involvement & Data Collection**

Under 23 CFR 200.9(b) (4), Fulton County shall collect and analyze statistical information regarding demographics to assist in monitoring and ensuring nondiscrimination in all its programs and activities.

**Fulton County** shall utilize a voluntary Title VI public involvement survey that will be available at all public hearings and meetings. The survey will allow respondents to remain anonymous. The survey will ask questions regarding the respondent’s gender, ethnicity, race, age, income, and if they are disabled. The facilitator of the public hearings and meetings will make an announcement at the beginning of the meeting informing attendees of the survey and its purpose and a request will be made for the attendees to complete the voluntary survey.

Completed surveys will be retained by the Title VI Coordinator for three (3) years.

The Title VI Coordinator will also collect and report statistical data for the past three (3) years as it relates to the number of federally funded projects, complaints filed and the results of those complaints, any requests for language services, demographic statistics, and department compliance reviews.

## **XV. Review of Program Area**

This section outlines annual goals and accomplishments as set forth by Fulton County to comply with Title VI requirements and statutes. This list will be monitored for updates and additions annually reported to INDOT. The report is in **Appendix K**.

## **XVI. Appendices**

Appendix A: Assurances

Appendix B: Contracts

Appendix C: Clauses for Property

Appendix D: Clauses for Instruments

Appendix E: Complaint Policy

Appendix F: Title VI Complaint Log

Appendix G: External Complaint Procedure & Form

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Appendix L: Title VI Implementation Plan Adoption



## Appendix A: Assurances

### Title VI Assurances

**Fulton County** (hereinafter referred to as the "Recipient") HEREBY AGREES THAT as a condition to receiving any Federal financial assistance from the Department of Transportation and the Federal Highway Administration, it will comply with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d-42 U.S.C. 2000d-4 (hereinafter referred to as the Act), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations (CFR), 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, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures (hereinafter referred to as the Regulations) and other pertinent nondiscrimination authorities and directives, to the end that in accordance with the Act, Regulations, and other pertinent nondiscrimination authorities and directives, no person in the United States shall, on the grounds of religion, race color, or national origin, sex (23 USC 324), sexual orientation, gender identity (Executive Order 13672), age (42 USC 6101), disability/handicap (29 USC 790) and low income (Executive Order 12898) 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 the Department of Transportation, including the Federal Highway Administration, and HEREBY GIVES ASSURANCE THAT it will promptly take any measures necessary to effectuate this agreement. This assurance is required by Title 49 Code of Federal Regulations, subsection 21.7(a)(1) and Title 23 Code of Federal Regulations, section 200.9(a) (1) of the Regulations, copies of which are attached.

More specifically and without limiting the above general assurance, the Recipient hereby gives the following specific assurances concerning its Federal Aid Highway Program.

1. That the Recipient agrees that each "program" and each "facility as defined in 49 CFR subsections 21.23(e) and (b) and 23 CFR 200.5(k) and (g) of the Regulations, will be (about a "program") conducted, or will be (about a "facility") operated in compliance with all requirements imposed by, or under, the Regulations.
2. That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations and made in connection with all Federal-Aid Highway Programs and, in adapted form in all proposals for negotiated agreements:

The Indiana Department of Transportation (INDOT), by Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office the Secretary, Part 21, Nondiscrimination in Federally assisted programs of the Department of Transportation and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes, issued under such Acts, hereby notifies all bidders that it will affirmatively insure that in any contract entered into under this advertisement, disadvantaged business enterprises will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income in consideration for an award.

3. That the Recipient shall insert the clauses of **Appendix A** of this assurance in every contract subject to the Acts and the Regulations.
4. That the Recipient shall insert the clauses of **Appendices B-D** of this assurance, as required, 'as a covenant running with the land, in any deed from the United States affecting a transfer of real property, structures, or improvements thereon, or interest therein.
5. That where the Recipient receives Federal financial assistance to construct a facility or part of a facility, the assurance shall 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 shall extend to rights to space on, over, or under such property.
7. That the Recipient shall include the appropriate clauses outlined in **Appendix C** of this assurance, as a covenant running with the land, in any future deeds, leases, permits, licenses, and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under the Federal-Aid Highway Program; and (b) for the construction or use of or access to space on, over or under real property acquired, or improved under the Federal-Aid Highway 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 shall provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he delegates specific authority to give a reasonable guarantee that it, other recipients, subgrantees, contractors, subcontractors, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or under the Act, the Regulations and this assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement about any matter arising under the Act, the Regulations, and this assurance.

THIS ASSURANCE is given in consideration of, and for, obtaining any Federal grants, loans, contracts, property, discounts, or other Federal financial assistance extended after the date hereof to the Recipient Department of Transportation under the Federal-Aid Highway Program and is binding on it, other recipients, subgrantees, contractors, subcontractors, transferees, successors in interest and other participants in the Federal-Aid Highway Program. The person or persons whose signature appears below are authorized to sign this assurance on behalf of the Recipient.

Signed by: \_\_\_\_\_ Date: \_\_\_\_\_

Bryan Lewis  
President, Fulton County Board of Commissioners

The individual above is a duly authorized representative of Fulton County.

## Appendix B: Contracts

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 shall comply with the Regulation relative to nondiscrimination in Federally-assisted programs of the Department of Transportation (hereinafter, "DOT") Title 49, Code of Federal Regulations, Part 21, and the Federal Highway Administration (hereinafter "FHWA") Title 23, Code of Federal Regulations, Part 200 as they may be amended from time to time, (hereinafter referred to as the Regulations), 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, shall not discriminate on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor shall not participate either directly or indirectly in the discrimination prohibited by 49 CFR, section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in **Appendix B** of the Regulations.
- (3) **Solicitations for Subcontractors, 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 shall be notified by the contractor of the contractor's obligations under this contract and the Regulations relative to nondiscrimination on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income.
- (4) **Information and Reports:** The contractor shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Indiana Department of Transportation (INDOT) or the FHWA to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish this information the contractor shall so certify to INDOT or the FHWA as appropriate and shall set forth what efforts it has made to obtain the information.

(5) **Sanctions for Noncompliance:** In the event of the contractor's noncompliance with the nondiscrimination provisions of this contract, INDOT shall impose such contract sanctions as it or the FHWA may determine to be appropriate, including, but not limited to:

(a.)withholding of payments to the contractor under the contract until the contractor complies, and/or

(b.)cancellation, termination, or suspension of the contract, in whole or in part.

(6) **Incorporation of Provisions:** The contractor shall include the provisions of paragraphs (1) through (6) in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

The contractor shall take such action concerning any subcontract or procurement as INDOT or the FHWA may direct as a means of enforcing such provisions including sanctions for non-compliance: Provided, however, that, in the event a contractor becomes involved in or is threatened with, litigation with a subcontractor or supplier as a result of such direction, the contractor may request the Indiana Department of Transportation to enter into such litigation to protect the interests of the Indiana Department of Transportation and, in addition, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

## Appendix C: Clauses for Property

Clauses for deeds effecting or recording the transfer of real property, structures, or improvements

The following clauses shall be included in any and all deeds effecting or recording the transfer of real property, structures, or improvements thereon, or interest therein from the United States.

### (GRANTING CLAUSE)

NOW, THEREFORE, the Department of Transportation, as authorized by law, and upon the condition that the Indiana Department of Transportation will accept title to the lands and maintain the project constructed thereon, in accordance with Title 23, United States Code of Federal Regulations, the Regulations for the Administration of Federal-Aid Highway Programs and the policies and procedures prescribed by FHWA, also in accordance with and in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes (hereinafter referred to as the Regulations) 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 *Indiana Department of Transportation* all the right, title and interest of the 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 Indiana 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 shall be binding on the Indiana Department of Transportation its successors and assigns.

The Indiana Department of Transportation, 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 shall on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income 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 Indiana Department of Transportation shall 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, 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, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended [,] and (3) that in the event of breach of any of the above-mentioned nondiscrimination conditions, the Department shall have a right to re-enter said lands and facilities on said land, and the above described land and facilities shall thereon revert to and vest in and become the absolute property of the Department of Transportation and its assigns as such interest existed prior to this instruction.\*

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\* Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

## Appendix D: Clauses for Instruments

Clauses for effecting deeds, licenses, leases, permits, or similar instruments entered into by INDOT

The following clauses shall be included in all deeds, licenses, leases, permits, or similar instruments entered into by the Indiana Department of Transportation (INDOT) under the provisions of Assurance 7(a).

The (grantee, licensee, lessee, permittee, etc., as appropriate) for himself, his 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 in the event facilities are constructed, maintained, or otherwise operated on the said property described in this (deed, license, lease, permit, etc.) for a purpose for which a Department of Transportation program or activity is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) shall maintain and operate such facilities and services in compliance with all other requirements imposed pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended.

### **[Include in licenses, leases, permits, etc.]\***

That in the event of a breach of any of the above nondiscrimination covenants, INDOT shall have the right to terminate the [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon, and hold the same as if said [licenses, lease, permit, etc.] had never been made or issued.

### **[Include in deed.]\***

That in the event of breach of any of the above non-discrimination covenants, Indiana Department of Transportation shall have the right to re-enter said lands and facilities thereon, and the above-described lands and facilities shall thereupon revert to and vest in and become the absolute property of INDOT and its assigns.

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\* Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.



The following shall be included in all deeds, licenses, leases, permits, or similar agreements entered into by INDOT under the provisions of Assurance 7(b).

The (grantee, licensee, lessee, permittee, etc., as appropriate) for himself, his 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 religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income shall be excluded from participation in, denied the benefits of, or he 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 religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income, shall be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) shall use the premises in compliance with all other requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964), Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended.

**[Include in licenses, leases, permits, etc.]\***

That in the event of a breach of any of the above nondiscrimination covenants, INDOT shall have the right to terminate the [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon, and hold the same as if said [license, lease, permit, etc.] had never been made or issued.

**[Include in deeds]\***

That in the event of a breach of any of the above nondiscrimination covenants, INDOT shall have the right to re-enter said land and facilities thereon, and the above-described lands and facilities shall thereupon revert to and vest in and become the absolute property of INDOT and its assigns.

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\* Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

## Appendix E: Complaint Policy

### Complaint Policy

Any person who believes that he or she as a member of a protected class, has been discriminated against based on race, color, national origin, gender, age, disability, religion, low-income status, or Limited English Proficiency in violation of Title VI of the Civil Rights Act of 1964, as amended and its related statutes, regulations, and directives, Section 504 of the Vocational Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, as amended, the Civil Rights Restoration Act of 1987, as amended, and any other Federal nondiscrimination statute may submit a complaint. A complaint may also be submitted by a representative on behalf of such a person.

It is the policy of Fulton County to conduct a prompt and impartial investigation of all allegations of discrimination and to take prompt effective corrective action when a claim of discrimination is substantiated.

No one may intimidate, threaten, coerce, or engage in other discriminatory conduct against anyone because they have acted or participated in an action to secure rights protected by the civil rights laws. Any individual alleging such harassment or intimidation may submit a complaint by following the procedure printed below.

Any individual who feels that he or she has been discriminated against may submit a written or verbal complaint, which may be communicated to any county supervisor or the County EEO Officer. The complaint should be submitted within 180 days of the alleged discrimination. Complaint forms may be located at the County Auditor's office or on the Fulton County website at <https://www.co.fulton.in.us/>. Individuals are not required to use the county's complaint form. If necessary, the county will help an individual reduce his or her complaint to writing for his or her signature.

Generally, a complaint should include the name, address, and telephone number of the individual complaining (complainant) and a brief description of the alleged discriminatory conduct including the date of harm. An individual submitting a complaint alleging discrimination may include any relevant evidence, including the names of witnesses and supporting documentation. Complaints submitted to:

**Christina Haughs**

Fulton County Title VI Coordinator  
125 E. 9th Street, Rochester, IN 46975  
574-223-7709  
[hr@co.fulton.in.us](mailto:hr@co.fulton.in.us)

Within 60 days of receipt of the complaint, the County will investigate the allegation based on the information provided and issue a written report of its findings to the complainant. The County will try to obtain an informal voluntary resolution of all complaints at the lowest level possible.

A complainant's identity shall be kept confidential except to the extent necessary to investigate. All complaints shall be kept confidential.

These procedures do not deny the right of any individual to file a formal complaint with any government agency or affect an individual's right to seek private counsel for any complaint alleging discrimination.

**Complaints may also be filed with the following government agencies:**

Indiana Department of Transportation  
Economic Opportunity Division  
100 N. Senate, Room N750  
Indianapolis, IN 46204  
Phone: (317) 233-6511  
Fax: (317) 233-0891

Indianapolis District EEOC Office  
101 West Ohio Street, Ste 1900  
Indianapolis, IN 46204  
Phone: (800) 669-4000  
Fax: (317) 226-7953  
TTY: 1 (800) 669-6820

Indiana Civil Rights Commission  
100 N. Senate Ave., Room N103  
Indianapolis, IN 46204  
Toll Free: 1 (800) 628-2909  
Phone: (317) 232-2600  
Fax: (317) 232-6560  
Hearing Impaired: 1 (800) 743-3336

### Appendix F: Title VI Complaint Log

Case No.	Investigator	Complainant	Sub-recipient	Protected Category	Date Filed	Date of Final Report	Deposition

## Appendix G: External Complaint Procedure & Form

### Instructions:

The purpose of this form is to help any person interested in filing a discrimination complaint with **Fulton County**. You are not required to use this form. You may write a letter with the same information, sign it, and return it to the address below. All bold items must be completed for your complaint to be investigated. Failure to provide complete information may impair the investigation of your complaint.

Title VI of the Civil Rights Act of 1964, as amended and its related statutes and regulations (Title VI) prohibit discrimination based on race, color, national origin, sex, age, disability/handicap, or income status in connection with programs or activities receiving federal financial assistance for the United States Department of Transportation (USDOT), Federal Highway Administration (FHWA), and/or Federal Transit Administration (FTA). These prohibitions extend to **Fulton County** as a sub-recipient of federal financial assistance.

Upon request, assistance will be provided if you are an individual with a disability or have Limited English Proficiency. Complaints may also be filed using alternative formats such as computer disk, audiotape, or Braille.

You also have the right to file a complaint with other state or federal agencies that provide federal financial assistance to **Fulton County**. Additionally, you have the right to seek private counsel.

**Fulton County** is prohibited from retaliating against any individual because he or she opposed an unlawful policy or practice, filed charges, testified, or participated in any complaint action under Title VI or other nondiscrimination authorities.

Please make a copy of your complaint form for your records. Do not send your original documents as they will not be returned. Mail the original complaint form along with any copies of documents or records relevant to your complaint to *Misty Moore, Title VI Program Manager, 111 South American Legion Place, Greenfield, IN 46140*.

Complaints of discrimination must be filed within 180 days of the date of the alleged discriminatory act. If the alleged act of discrimination occurred more than 180 days ago, please explain your delay in filing this complaint.

**\*\*Your complaint cannot be processed without your signature.**



Name of complainant	Date (month, day, year)
---------------------	-------------------------

**Provide the names of any individuals with additional information regarding your complaint:**

Name of witness 1 (first, middle, and last)		Title
Name of company		
Address (number and street, city, state and ZIP code)		
Home telephone number ( ) -	Work telephone number ( ) -	Cellular telephone number ( ) -

Include a brief description of the relevant information the witness may provide to support your complaint of discrimination.

-----

Name of witness 2 (first, middle, and last)		Title
Name of company		
Address (number and street, city, state and ZIP code)		
Home telephone number ( ) -	Work telephone number ( ) -	Cellular telephone number ( ) -

Include a brief description of the relevant information the witness may provide to support your complaint of discrimination.

-----

Name of witness 3 (first, middle, and last)		Title
Name of company		
Address (number and street, city, state and ZIP code)		
Home telephone number ( ) -	Work telephone number ( ) -	Cellular telephone number ( ) -

Include a brief description of the relevant information the witness may provide to support your complaint of discrimination.

-----

How would you like your complaint to be resolved?
-----
-----

Name of complainant		Date (month, day, year)
Have you filed a complaint alleging the same discrimination with another state or federal agency? <input type="checkbox"/> Yes <input type="checkbox"/> No		
<i>If yes, please provide the following information for each agency:</i>		
Name of the agency		Date complaint filed (month, day, year)
Case number assigned to your complaint	Current status of your complaint	
How did you learn about your right to file a discrimination complaint with INDOT?		
-----		
-----		
Signature		Date signed (month, day, year)

Please make a copy of your complaint form for your records. Do not send your original documents as they will not be returned. Mail the original complaint form along with any copies of documents or records relevant to your complaint to:

**Christina Haughs**  
 Fulton County Title VI Coordinator  
 125 E. 9th Street, Rochester, IN 46975  
 574-223-7709  
 hr@co.fulton.in.us



## Appendix H: Voluntary Public Involvement Survey

As a recipient of federal funds, the Indiana Department of Transportation (INDOT) is requiring local agencies to develop a procedure for gathering statistical data regarding participants and beneficiaries of its federal-aid highway programs and activities (23 CRF §200.9(b)(4)). Fulton County is distributing this voluntary survey to fulfill that requirement to gather information about the populations affected by proposed projects.

You are not required to complete this survey. Submittal of this information is voluntary. This form is a public document that Fulton County will use to monitor its programs and activities for compliance with Title VI and the Civil Rights Act of 1964, as amended, and its related statutes and regulations.

If you have any questions regarding Fulton County's responsibilities under Title VI of the Civil Rights Act of 1964 or the Americans with Disabilities Act, please contact the Title VI Coordinator located on the survey. You may return the survey by folding it and placing it on the registration table or by mailing or e-mailing it to the address below.

<b>Date:</b>
<b>Project Name:</b>
<b>Proposed Project Location:</b>
<b>Gender:</b> Female <input type="checkbox"/> Male <input type="checkbox"/> <b>Ethnicity:</b> Hispanic or Latino <input type="checkbox"/> Not Hispanic or Latino <input type="checkbox"/>
<b>Race:</b> (Check one or more) American Indian or Alaska Native <input type="checkbox"/> Asian <input type="checkbox"/> White <input type="checkbox"/> Black or African American <input type="checkbox"/> Native Hawaiian or Other Pacific Islander <input type="checkbox"/> Multiracial <input type="checkbox"/>
<b>Age:</b> 1-21 <input type="checkbox"/> 22-40 <input type="checkbox"/> 41-65 <input type="checkbox"/> 65+ <input type="checkbox"/> <b>Disability:</b> Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Household Income:</b> \$0-\$12,000 <input type="checkbox"/> \$12,001-\$24,000 <input type="checkbox"/> \$24,001-\$36,000 <input type="checkbox"/> \$36,001-\$48,000 <input type="checkbox"/> \$48,001-\$60,000 <input type="checkbox"/> \$60,001+ <input type="checkbox"/>
<b>Christina Haugh</b> Fulton County Title VI Coordinator 125 E. 9th Street, Rochester, IN 46975 574-223-7709 <a href="mailto:hr@co.fulton.in.us">hr@co.fulton.in.us</a>

# Appendix I: Title VI Training – Materials & Forms

**Fulton County**  
**Title VI Nondiscrimination & ADA Training Program**

The following employees have signed below indicating they have reviewed the Title VI Nondiscrimination and ADA Training with an understanding that all necessary forms, resources and updated plans are available for employee and public review (at any time) at the County Auditor's office or the County's website.

Date of Training	Employee Name (Print)	Employee Signature	Department

**MANAGER INSTRUCTIONS: \*\*You may use more than one form to complete your department's signatures**

Once all department employees have received training (and verified on this form), please scan this sheet via email to: **Christina Haughs, Fulton County Title VI Coordinator, 125 E. 9th Street, Rochester, IN 46975, 574-223-7709, [hr@co.fulton.in.us](mailto:hr@co.fulton.in.us)**

If you elect to utilize email verification as your documentation, please print the emails documenting training received from the trained employee and forward to the ADA/Coordinator.

Questions about training for Title VI and ADA should be directed to **Christina Haughs, Fulton County Title VI Coordinator, 125 E. 9th Street, Rochester, IN 46975, 574-223-7709, [hr@co.fulton.in.us](mailto:hr@co.fulton.in.us)**

**FULTON COUNTY**

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**ADA/TITLE VI ANNUAL EMPLOYEE TRAINING**

FULTON COUNTY

Djhggd

FULTON COUNTY

**WHAT IS AMERICANS WITH DISABILITIES ACT**

Prohibits discrimination and guarantees that people with disabilities have the same opportunities as everyone else to participate in... (education, employment, state and local government services, private businesses, telecommunications, and transportation).

**ADA AMERICANS WITH DISABILITIES ACT**

FULTON COUNTY

**Why must the County demonstrate compliance with ADA/Section 504?**

**As state or local government with all employees or those to whom it provides services, the County is required to comply with the ADA and Section 504.**

- Compliance with ADA/Section 504 is required for all government programs, activities, and services.
- Compliance with ADA/Section 504 is required for all government programs, activities, and services.
- Compliance with ADA/Section 504 is required for all government programs, activities, and services.

FULTON COUNTY

**Why is this training important?**

The County has made it a practice to comply with this legislation since its enactment. **HOWEVER...** Because the County is a recipient of federal funds through grant programs, highway projects, etc., we are **REQUIRED** to comply with these regulations. **OR** the County will be at risk of losing our federal funding assistance.

FULTON COUNTY

**What is ADA's Purpose?**

- Prohibit discrimination against individuals with disabilities in areas provided to individuals based on race, color, sex, gender, national origin, age, and religion.
- Guarantee equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications.
- Prohibit discrimination against individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications.

FULTON COUNTY

**Who is protected by the ADA?**

- Persons with a physical or mental impairment that substantially limits one or more major life activities (e.g., walking, seeing, hearing, learning, working, etc.).
- Individuals with a record of such an impairment or of those who are regarded as having such an impairment.
- Individuals with a physical or mental impairment that is not substantially limiting but is regarded as such.
- The individual with a disability that is not substantially limiting but is regarded as such.

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**Barriers and How to Identify Them**

Physical obstructions, too tall, not wide enough, etc.

Telephone  
 Drinking Fountains  
 Mirrors and Other Two-Dimensional  
 Computerized Database and Operating Systems  
 Communication (Blind, Deaf, Mentally Challenged)  
 Lack of Communication Programs  
 No Audio-Visual  
 Braille, etc.  
 Language Barrier

FULTON COUNTY

**Other Physical Barrier Examples**

Examples of what a County employee may notice and/or address the ADA Title VI Coordinator:

- Public Office: Inaccessible entrance
- Public Office: Inaccessible restrooms
- Public Office: Inaccessible parking
- Public Office: Inaccessible telephone
- Public Office: Inaccessible computer
- Public Office: Inaccessible website
- Public Office: Inaccessible sign
- Public Office: Inaccessible document
- Public Office: Inaccessible form
- Public Office: Inaccessible folder
- Public Office: Inaccessible binder
- Public Office: Inaccessible folder
- Public Office: Inaccessible binder
- Public Office: Inaccessible folder
- Public Office: Inaccessible binder

FULTON COUNTY

## Appendix J: ISpeak Cards

<div style="display: inline-block; text-align: center;"> <b>2004 Census Test</b> </div> <div style="float: right; text-align: right;"> <small>United States</small>  <b>Census 2010</b> </div>	LANGUAGE IDENTIFICATION FLASHCARD
<input type="checkbox"/> <div style="display: inline-block; width: 80%; text-align: right;">                     ضع علامة في هذا المربع إذا كنت تقرأ أو تتحدث العربية.                 </div>	1. Arabic
<input type="checkbox"/> <div style="display: inline-block; width: 80%; text-align: right;">                     Ինչպե՞ս եմ կարող եմ լսել լեզուները, եթե լեզուները կամ կարող եմ հասկանալ:                 </div>	2. Armenian
<input type="checkbox"/> <div style="display: inline-block; width: 80%; text-align: right;">                     যদি আপনি বাংলা পড়েন বা বলেন তা হলে এই বক্সে দাগ দিন।                 </div>	3. Bengali
<input type="checkbox"/> <div style="display: inline-block; width: 80%; text-align: right;">                     ឈ្មោះភាសាដែលអ្នកនិយាយ: បើអ្នកអាន ឬនិយាយភាសា ខ្មែរ ។                 </div>	4. Cambodian
<input type="checkbox"/> <div style="display: inline-block; width: 80%; text-align: right;">                     Motka i kahhon ya yangin ûntûngnu' manaitai pat ûntûngnu' kumentos Chamorro.                 </div>	5. Chamorro
<input type="checkbox"/> <div style="display: inline-block; width: 80%; text-align: right;">                     如果你能读中文或讲中文，请选择此框。                 </div>	6. Simplified Chinese
<input type="checkbox"/> <div style="display: inline-block; width: 80%; text-align: right;">                     如果你能讀中文或講中文，請選擇此框。                 </div>	7. Traditional Chinese
<input type="checkbox"/> <div style="display: inline-block; width: 80%; text-align: right;">                     Označite ovaj kvadratić ako čitate ili govorite hrvatski jezik.                 </div>	8. Croatian
<input type="checkbox"/> <div style="display: inline-block; width: 80%; text-align: right;">                     Zaškrtněte tuto kolonku, pokud čtete a hovoříte česky.                 </div>	9. Czech
<input type="checkbox"/> <div style="display: inline-block; width: 80%; text-align: right;">                     Kruis dit vakje aan als u Nederlands kunt lezen of spreken.                 </div>	10. Dutch
<input type="checkbox"/> <div style="display: inline-block; width: 80%; text-align: right;">                     Mark this box if you read or speak English.                 </div>	11. English
<input type="checkbox"/> <div style="display: inline-block; width: 80%; text-align: right;">                     اگر خواندن و نوشتن فارسی، بلد هستید، این مربع را علامت بزنید.                 </div>	12. Farsi

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Economic and Statistics Administration  
U.S. CENSUS BUREAU

<input type="checkbox"/>	Cocher ici si vous lisez ou parlez le français.	13. French
<input type="checkbox"/>	Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen.	14. German
<input type="checkbox"/>	Σημειώστε αυτό το πλαίσιο αν διαβάζετε ή μιλάτε Ελληνικά.	15. Greek
<input type="checkbox"/>	Make kazyé sa a si ou li oswa ou pale kreyòl ayisyen.	16. Haitian Creole
<input type="checkbox"/>	अगर आप हिन्दी बोलते या पढ़ सकते हैं तो इस बक्स पर चिह्न लगाएँ।	17. Hindi
<input type="checkbox"/>	Kos lub voj no yog koj paub twm thiab hais lus Hmoob.	18. Hmong
<input type="checkbox"/>	Jelölje meg ezt a kockát, ha megérti vagy beszél a magyar nyelvet.	19. Hungarian
<input type="checkbox"/>	Markaan daytoy nga kahon no makabasa wenno makasaoka iti Ilocano.	20. Ilocano
<input type="checkbox"/>	Marchi questa casella se legge o parla italiano.	21. Italian
<input type="checkbox"/>	日本語を購んだり、話せる場合はここに印を付けてください。	22. Japanese
<input type="checkbox"/>	한국어를 읽거나 말할 수 있으면 이 칸에 표시하십시오.	23. Korean
<input type="checkbox"/>	ໂຕ້ມາມູນເຊື່ອງ ຕື່ນກຳມະການຊົນນານາຮາດ.	24. Laotian
<input type="checkbox"/>	Prosimy o zaznaczenie tego kwadratu, jeżeli posługuje się Pan/Pani językiem polskim.	25. Polish

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U.S. CENSUS BUREAU

- |                          |                                                                                |                |
|--------------------------|--------------------------------------------------------------------------------|----------------|
| <input type="checkbox"/> | Assinale este quadrado se você lê ou fala português.                           | 26. Portuguese |
| <input type="checkbox"/> | Însemnați această căsuță dacă citiți sau vorbiți românește.                    | 27. Romanian   |
| <input type="checkbox"/> | Пометьте этот квадратик, если вы читаете или говорите по-русски.               | 28. Russian    |
| <input type="checkbox"/> | Обележите ovaj kvadratić ukoliko čitate или говорите српски језик.             | 29. Serbian    |
| <input type="checkbox"/> | Označte tento štvorček, ak viete čítať alebo hovoriť po slovensky.             | 30. Slovak     |
| <input type="checkbox"/> | Marque esta casilla si lee o habla español.                                    | 31. Spanish    |
| <input type="checkbox"/> | Markahan itong kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog. | 32. Tagalog    |
| <input type="checkbox"/> | ใส่เครื่องหมายตารางในช่องถ้าท่านอ่านหรือพูดภาษาไทย.                            | 33. Thai       |
| <input type="checkbox"/> | Maaka 'i he puha ni kapau 'oku ke lau pe lea fakatonga.                        | 34. Tongan     |
| <input type="checkbox"/> | Відмітьте цю клітинку, якщо ви читаете або говорите українською мовою.         | 35. Ukranian   |
| <input type="checkbox"/> | اگر آپ اردو پڑھتے یا بولتے ہیں تو اس خانے میں نشان لگائیں۔                     | 36. Urdu       |
| <input type="checkbox"/> | Xin đánh dấu vào ô này nếu quý vị biết đọc và nói được Việt Ngữ.               | 37. Vietnamese |
| <input type="checkbox"/> | באמצעות דגם קטנטן אויב איר לייענט אדער רעדט אידיש.                             | 38. Yiddish    |

DB-3308

U.S. DEPARTMENT OF COMMERCE  
Economics and Statistics Administration  
U.S. CENSUS BUREAU

## Appendix K: Title VI Goals & Accomplishments Report

Accomplishments	Completion Date
Reviewed Title VI Plan	April 2024
Update County's Title VI Implementation Plan	April 2024
Reviewed ADA and Title VI Complaint Log	April 2024
Review, approve, and Adopt Title VI Plan & Assurances	April 2024
Reviewed Title VI Grievance Procedure & Complaints Log (No complaints log - no investigations were conducted)	April 2024
Advise all departments of interpretation service	April 2024
Goals	Target Completion Date
Post Title VI Policy in all County Departments with public bulletin boards	Aug 2024
Prepare Title VI and ADA training materials for all County employees	Aug 2024
Review the County's standard contract language to ensure Title VI laws are met (County Attorney)	Aug 2024
Review County Requests for Proposals, bid solicitations, Contracts, etc., for verification that Title VI language was included in each one	Aug 2024
Review yearly checklist form for Title VI and ADA compliance	Annually in September

**Appendix L: Title VI Implementation Plan Adoption**

**Resolution No. 2024-XX  
RESOLUTION ADOPTING UPDATED TITLE VI IMPLEMENTATION PLAN  
FOR FULTON COUNTY, INDIANA**

WHEREAS, Fulton County, Indiana (“County”) receives Federal funds for uses and projects; and

WHEREAS, the receipt of such funds requires compliance with Federal laws and policies; and

WHEREAS, the County wishes to update its Title VI Implementation Plan for the years 2024 to 2026 as a part of the County’s continual and ongoing effort to proactively meet and exceed the minimum compliance requirements established under Title VI of the Civil Rights Act of 1964 (“Title VI”), 49 CFR § 26, and the related anti-discrimination statutes and regulations; and

WHEREAS, with this updated Implementation Plan, the County seeks to provide continued transparency, clarity, and technical guidance for internal and external constituents regarding its Title VI program.

WHEREAS, Fulton County hereby appoints Christina Haughs as the County’s Title VI Coordinator to monitor and administer the Title VI program.

NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of Fulton County, Indiana that its Title VI Implementation Plan be and hereby is updated and amended as set forth.

SO RESOLVED the \_\_\_\_ day of \_\_\_\_\_, 2024.

**BOARD OF COMMISSIONERS OF FULTON COUNTY, INDIANA**

\_\_\_\_\_  
Bryan Lewis, President

\_\_\_\_\_  
David Sommers, Commissioner

\_\_\_\_\_  
Richard Ranstead, Commissioner

ATTEST: \_\_\_\_\_  
Christina Sriver, Auditor