



Title VI

AMARILLO AREA METROPOLITAN PLANNING ORGANIZATION

Title VI Plan



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TITLE VI NONDISCRIMINATION PROGRAM AND ENVIRONMENTAL JUSTICE IMPLEMENTATION STRATEGY

Introduction

The Amarillo Area Metropolitan Planning Organization (MPO) is committed to compliance with Title VI of the Civil Rights Act of 1964, 49 CFR, part 21, and all related regulations and directives.¹ The MPO assures that no person shall on the grounds of race, color, national origin, sex, age, creed or English proficiency be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any Amarillo MPO program, activity or service. The Amarillo MPO further assures every effort will be made to ensure non-discrimination in all its programs, activities and services, whether those programs, activities and services are federally funded or not.

In the event the Amarillo MPO distributes Federal aid funds to another entity, the MPO will include Title VI language in all written agreements and will monitor for compliance. The Amarillo MPO is also committed to assure every effort will be made to prevent the discrimination of low-income and minority populations because of any impact of its programs or activities in accordance with Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations. In addition, Amarillo MPO assures every effort will be made to provide meaningful access to persons that have Limited English Proficiency, in accordance with Executive Order 13166, Improving Access to Service for Persons with Limited English Proficiency.

The Amarillo MPO fosters a planning environment that values diverse perspectives and prioritizes equitable transportation solutions. This commitment extends to ensuring compliance with all Title VI requirements and related federal and state laws, providing meaningful access to transportation programs for limited English proficient populations, engaging traditionally underserved communities in transportation planning, and addressing complaints, resolving discrimination concerns.

¹ Related regulations and directives including the following:

- *Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination based on disability.*
- *Title IX of the Education Amendments Act of 1972, which prohibits discrimination based on sex in education programs or activities.*
- *Age Discrimination Act of 1975, which prohibits discrimination based on age.*
- *U.S. Department of Homeland Security regulation 6 CFR Part 19, which prohibits discrimination based on religion in social service programs.*

Amarillo MPO Title VI Policy Statement

The Amarillo Area Metropolitan Planning Organization (MPO) is committed to compliance with Title VI of the Civil Rights Act of 1964, 49 CFR, part 21, and all related regulations and directives.² The MPO assures that no person shall on the grounds of race, color, national origin, sex, age, creed or English proficiency be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any Amarillo MPO program, activity or service. The Amarillo MPO further assures every effort will be made to ensure non-discrimination in all its programs, activities and services, whether those programs, activities and services are federally funded or not. In the event the Amarillo MPO distributes Federal aid funds to another entity, the MPO will include Title VI language in all written agreements and will monitor for compliance. The Amarillo MPO is also committed to assure every effort will be made to prevent the discrimination of low-income and minority populations because of any impact of its programs or activities in accordance with Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations. In addition, Amarillo MPO assures every effort will be made to provide meaningful access to persons that have Limited English Proficiency, in accordance with Executive Order 13166, Improving Access to Service for Persons with Limited English Proficiency.

Retaliation is prohibited under Title VI of the Civil Rights Act of 1964 and related federal and state nondiscrimination authorities. It is the policy of the Amarillo MPO that people filing a complaint of discrimination should have the right to do so without fear of retaliation, interference, intimidation, coercion, or reprisal.

Specific Forms of Discrimination Prohibited

The Amarillo MPO efforts to prevent discrimination include, but are not limited to prohibiting:


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

Amarillo Metropolitan Planning Organization Programs and Services Covered by Title VI

The Amarillo MPO's Title VI Plan applies to all the entity's programs, activities, and services, regardless of funding source.



Cole Stanley, Policy Board Chairman
Amarillo Metropolitan Planning Organization
City of Amarillo, Texas



Date

² Related regulations and directives including the following:

- *Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination based on disability.*
- *Title IX of the Education Amendments Act of 1972, which prohibits discrimination based on sex in education programs or activities.*

MPO staff and partner agencies are essential in implementing Title VI requirements. By integrating Title VI principles into transportation planning and project development, the MPO ensures that public participation efforts are accessible to diverse populations. The MPO collaborates with TxDOT, the Federal Highway Administration (FHWA), the Federal Transit Administration (FTA), local governments, and community organizations to certify Title VI compliance.

The MPO established monitoring and enforcement mechanisms. Regular evaluation of MPO programs and review of public participation efforts ensure engagement. Concerns are addressed promptly and adhere to Title VI practices.

The Amarillo MPO fosters a fair and equitable transportation planning process. The MPO will continue to uphold its Title VI responsibilities and ensure that individuals have equal access to transportation programs and services.

Chapter 4: Subrecipient Review Procedures

The MPO works to prevent discrimination in awarding contracts, subcontracts, and funding decisions. Contracts and procurement activities comply with Title VI of the Civil Rights Act of 1964 and related laws. The MPO follows all applicable federal, state, and local laws and regulations governing contracts, including:

- 49 CFR Part 21 - Title VI compliance in federally funded programs.
- 49 CFR Part 26 - Disadvantaged Business Enterprise (DBE) program
- Executive Order 11246 - Equal employment opportunity in contracts.
- TxDOT's DBE and Small Business Programs

The MPO encourages the adoption of fair and open competitive procurement opportunities, including Requests for Proposals (RFPs). Procurement decisions are based on objective criteria, ensuring no preferential treatment. Contract selection processes are transparent and documented to prevent bias.

Every contract and subcontract must contain impartiality clauses, ensuring contractors agree to comply with Title VI requirements. Contractors must also certify they will not engage in discriminatory employment or business practices. Title VI must be incorporated into all contracts and agreements to protect against discriminatory practices.

The MPO, along with the City of Amarillo Transit, encourages the participation of Disadvantaged Business Enterprises (DBEs), Minority-Owned Businesses (MBEs), and Women-Owned Businesses (WBEs) in contracting opportunities. Amarillo City Transit (ACT) established the DBE participation goals following FTA, FHWA, and TxDOT guidelines. Outreach efforts are conducted for small and minorityowned businesses.

The ACT conducts outreach events to engage DBEs and minority-owned businesses in procurement opportunities. Technical assistance and resources are provided to help small companies to navigate the bidding process. Public notices about contracting opportunities are translated into multiple languages when applicable for Limited English Proficiency (LEP) access.

The City of Amarillo Transit regularly monitors, evaluates, and reports on its contracting and procurement activities. All contracts are reviewed for compliance with regulations, and subcontracting arrangements are examined to confirm that DBE participation goals are met. Any individual or business that believes they have been subjected to discriminatory practices in the MPO's contracting process may file a Title VI complaint.

Corrective actions are taken if complaints are investigated and discriminatory practices are

Chapter 5: Data Collection & Analysis Methods

Amarillo MPO developed procedures to collect and analyze statistical data of the agency's programs and activities. Addressing potential disparities in transportation planning ensures that policies comply with Title VI of the Civil Rights Act of 1964. Data collection and review permit the identification of disproportionate impacts on minority, low-income, and limited English proficiency (LEP) populations.

The MPO collects data related to demographics of the Amarillo region, public participation, transportation investments, Transit accessibility, and any Title VI complaints and resolutions. Data collection and reporting efforts align with federal requirements set by the Federal Highway Administration (FHWA), the Federal Transit Administration (FTA), and the Texas Department of Transportation (TxDOT).

The MPO employs various methods to collect and analyze data related to Title VI compliance, including U.S. Census Bureau data (Decennial Census, American Community Survey), TxDOT and MPOcollected survey data, and local government reports. Demographic data is mapped using Geographic Information System (GIS) tools to identify areas with high concentrations of historically disadvantaged populations.

Data regarding participation is gathered during public meetings. The MPO evaluates how transportation investments affect different communities to prevent disparate impacts. Staff maps transportation project locations relative to minority and low-income populations, compares funding allocations between various demographic groups, assesses transit service coverage to equitable access, and reviews past project selections to identify investment trends. This data is reviewed annually to identify recurring concerns and improve MPO policies.

Executive Order 12898 focuses on environmental justice and requires the MPO to assess whether transportation projects disproportionately impact low-income and minority communities by conducting impact assessments for major projects to identify potential displacement risks. The MPO continuously monitors compliance through performance measures and other indicators. The MPO periodically updates its Title VI Plan based on new census and community survey data and from equity impact analyses, including the four-factor analysis.

Factor 1: Number or Proportion of LEP Individuals

The Amarillo MPO evaluates transportation equity using data-driven decision-making. By systematically collecting, analyzing, and reporting data, the MPO enhances accountability and strengthens efforts to eliminate discrimination in transportation planning.

To support its Four-Factor Analysis, the Amarillo MPO analyzed Limited English Proficient (LEP) population distributions using the U.S. Census Bureau's American Community Survey (ACS) 5-Year Estimates, 2018–2022, and local demographic knowledge.

A summary of language groups and their alignment with the U.S. Department of Transportation's (DOT) Safe Harbor Threshold (i.e., 1,000 individuals or 5% of the total population) is presented in Exhibit 1: Safe Harbor Languages Table.

Exhibit 1: Safe Harbor Language Table

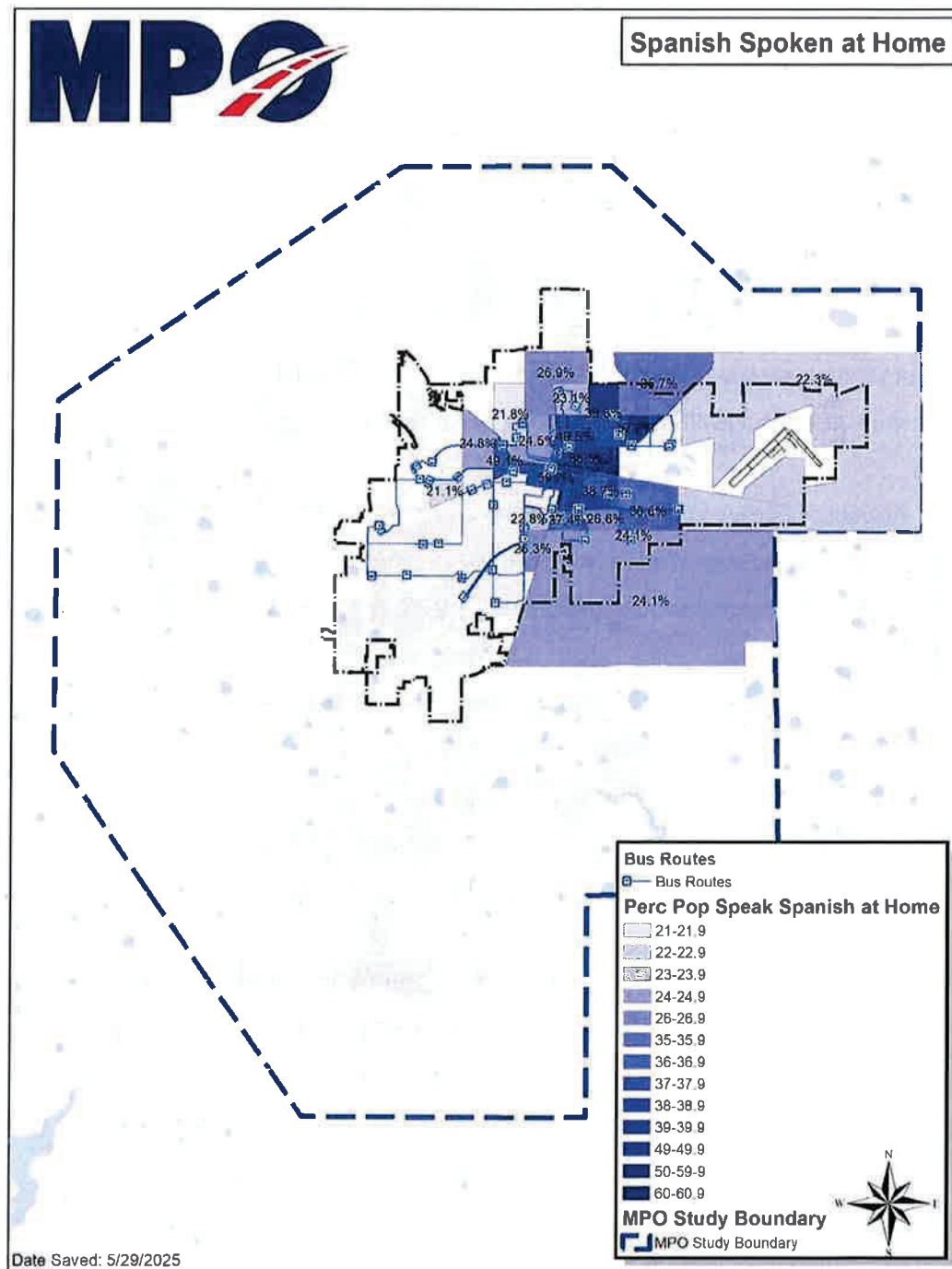
Only Spanish-speaking individuals who report speaking English “less than very well” currently meet the Safe Harbor threshold in the Amarillo MPO region. Additional groups, including Vietnamese, Chinese, and African languages, have been identified but fall below the required threshold for automatic translation of vital documents.

Potter County

Language	Estimated LEP Individuals	% of County Population	Meets Safe Harbor Threshold
Spanish	2,275	1.9%	Yes
Vietnamese	260	0.2%	No
African Languages	130	0.1%	No
Chinese	75	<0.1%	No
Other	35	<0.1%	No

Randall County

Language	Estimated LEP Individuals	% of County Population	Meets Safe Harbor Threshold
Spanish	500	0.4%	No
Vietnamese	70	<0.1%	No
African Languages	50	<0.1%	No
Chinese	35	<0.1%	No
Other	20	<0.1%	No



Factor 3: Nature and Importance of the Program or Service

The Amarillo Metropolitan Planning Organization (MPO) plays a critical role in planning and coordinating transportation infrastructure and services across Potter and Randall Counties. For Limited English Proficient (LEP) individuals, MPO services are especially important, as they directly impact access to employment, education, healthcare, and essential community resources.

Importance to LEP Populations

Many LEP individuals rely heavily on public transportation or pedestrian/bicycle infrastructure due to lower rates of vehicle ownership and income. The MPO's planning efforts influence:

- **Transit accessibility and routing** • **Road safety improvements** • **Walkability and ADA compliance** • **Funding allocations for underserved communities**

If LEP individuals are not engaged or informed, they risk being excluded from decision-making processes that shape the transportation systems they rely on most.

Vital Programs and Documents

Several MPO programs and planning documents are considered **vital** because they significantly influence transportation policy and project delivery:

- **Metropolitan Transportation Plan (MTP):** A 20+ year strategic blueprint for regional transportation projects. Public input on this plan determines long-term investments.
- **Transportation Improvement Program (TIP):** A short-range (4-year) list of prioritized, funded projects. LEP engagement is essential to ensure equitable distribution of resources.
- **Public Participation Plan (PPP):** Defines how the MPO communicates and engages with the public, including LEP communities.
- **Annual Listing of Projects:** Details where federal transportation funds are spent.
- **Public notices:** Announcements regarding planning meetings, comment periods, and service changes—all of which must be accessible to LEP individuals for meaningful participation. The MPO recognizes that failure to engage LEP individuals can result in inequitable outcomes and missed opportunities for improving transportation equity. Therefore, it prioritizes inclusive practices in outreach, document translation, and planning collaboration.

Cost Considerations and Ongoing Needs

Although current demand for LEP services is low, the MPO acknowledges that language needs may evolve over time. All LEP-related interactions and service requests are formally tracked to assess usage trends, identify service gaps, and inform future planning. The MPO remains committed to maintaining responsive, cost-effective strategies that uphold meaningful access for all community members when requested.

Chapter 7: Complaint Procedures

The MPO established a clear and accessible process for receiving, investigating, and resolving Title VI complaints. Under Title VI of the Civil Rights Act of 1964, individuals are guaranteed equal access to transportation programs and services without discrimination.

Any individual or group who believes they have been subjected to discrimination in an MPO program, service, or activity may file a Title VI complaint, available on the MPO website and at public meetings. Alternative formats and language assistance will be provided upon request. Complaints must be submitted in writing and include as much detail as possible to support the allegation.

Individuals who believe they have experienced discrimination may file a Title VI complaint. A representative or advocate on behalf of a discriminated person may submit the complaint. A Complaint form may be submitted by organizations who allege discriminatory practices.

Complaints may be submitted to the Amarillo MPO Title VI Coordinator by:

Mail: Amarillo Area Metropolitan Planning Organization
Attn: Title VI Coordinator
P.O. Box 1971
Amarillo, Texas 79105
Email: amarillompo@amarillo.gov
Phone: (806) 378-4219
In-person: Amarillo MPO Office
808 S Buchanan, Ste 237

Title VI complaints must include the complainant's full name, address, phone number, and email (if available). A description of the alleged discriminatory act must be provided, including the basis of discrimination, date, time, and location. The complainant or advocate should include names and contact information of witnesses and any supporting documents, if applicable. Complaints should be filed within 180 days of the alleged discriminatory action. The Title VI Complaint Forms may be emailed from the MPO webpage, may be printed and mailed, submitted in person at the MPO Offices, or submitted directly in the form online. The complaint form must be signed and may not be anonymous.

Once a Title VI complaint is received, the MPO follows a structured process to investigate and resolve the issue fairly and promptly. Within 10 business days of receiving a complaint, the Title VI Coordinator will send a written acknowledgment to the complainant, review the complaint for completeness and jurisdiction, and notify the complainant if additional information is required. If the

will be forwarded to the appropriate agency.

4. Initial written notice to complainant

Within ten (10) working days of the receipt of the complaint, the MPO will send notice to the complainant confirming receipt of the complaint; if needed the notice will request additional information, notify complainant that the activity is not related to a MPO program or activity, or does not meet the deadline requirement. Conclusions made in step three (3) will determine the appropriate response to the complaint. If any additional information is needed from the complainant, it will be communicated at this point in the process. A copy of written response, as well as the complaint form, will be forwarded to the Texas Department of Transportation, and Office of Civil Rights.

5. Investigation of complaint

The Amarillo MPO staff will confer with the MPO Director to determine the most appropriate factfinding process to ensure that all available information is collected to reach the most informed conclusion and resolution of the complaint. An investigation may include, but is not limited to:

- Internal meetings with MPO staff and legal counsel
- Consultation with state and federal agencies
- Interviews of complainants
- Review of documentation (i.e., planning, public involvement, and technical program activities)
- Interviews and review of documentation with other agencies involved
- Review of technical analysis methods
- Review of demographic data

6. Determination of investigation

An investigation must be completed within sixty (60) days of receiving the complete complaint unless the facts and circumstances warrant otherwise. A determination will be made based on the information obtained. The MPO Director and/or designee will render a recommendation for action, including formal and/or informal resolution strategies in a report of findings.

7. Notification of determination:

Within ten (10) days of completion of an investigation, the complainant must be notified by the MPO Director of the final decision. The notification will advise the complainant of his/her appeal rights with state and federal agencies if he/she is dissatisfied with the final decision. A copy of this

Office of Civil Rights:	Federal Highway Administration (FHWA) Office of Civil Rights 1200 New Jersey Ave, SE Phone: (202) 366-0693 Website: https://highways.dot.gov/civil-rights
Federal Transit Administration (FTA)	Federal Transit Administration (FTA) Office of Civil Rights 1200 New Jersey Ave, SE Washington, DC 20590 Phone: (888) 446-4511 Website: https://www.transit.dot.gov/civilrights
Texas Department of Transportation (TxDOT)	Texas Department of Transportation (TxDOT) Civil Rights Division 125 East 11 th Street Austin, TX 78701 Phone: (512) 463-8588 Website: https://www.txdot.gov/about/divisions/civil-rights-division.html

The MPO maintains a Title VI Complaint Log that includes the complaint's date and nature, the investigation status, and the final resolution, found in Exhibit 7: Title VI Complaint Log. As part of reporting, an annual summary of complaints and resolutions is submitted to TxDOT, FHWA, and FTA.

The MPO posts the Title VI Complaint Procedures and Complaint Form on its website and provides information at public meetings, community centers and transit hubs. Amarillo MPO publications include the Title VI rights and complaint procedures.

By ensuring a prompt and thorough investigation of Title VI concerns, the MPO upholds the commitment to equality in transportation planning and decision-making and maintains a fair, transparent, and accessible complaint resolution process.

Chapter 9: Limited English Proficiency & Environmental Justice

In compliance with regulations, agencies that receive federal funding must ensure meaningful access for individuals with limited English proficiency. The MPO analyzes U.S. Census data, American Community Survey (ACS) reports, and local demographic studies to identify regional LEP populations. Public engagement is essential to developing equitable transportation solutions that meet the needs of all community members, including minority populations, low-income groups, and individuals with limited English proficiency.

The U.S. Department of Transportation (DOT) established its Environmental Justice (EJ) commitment in 1994, requiring all federal agencies to integrate EJ principles into federally funded programs and activities. The current strategy continues to be guided by key legislative and regulatory authorities, including the National Environmental Policy Act of 1969 (NEPA), Title VI of the Civil Rights Act of 1964, relevant provisions of Title 23 and Title 49 of the U.S. Code, and Executive Order 12898, along with subsequent Memorandums of Understanding.

By incorporating EJ and non-discrimination considerations into transportation planning, project development, and environmental reviews, the DOT aims to enhance the quality of life for all individuals, particularly those in historically underserved and overburdened communities. For the Amarillo Metropolitan Planning Organization (MPO), integrating EJ principles into transportation policies and projects ensures that all residents—regardless of race, income, or national origin—benefit from fair and inclusive transportation decisions.

The Public Participation Plan (PPP) is the foundation for outreach and engagement efforts, ensuring early and continuous public involvement in the planning process. It provides clear and accessible information about transportation plans and projects while employing diverse outreach strategies to engage traditionally underserved populations. The PPP is available on the MPO webpage at [Amarillo MPO Public Participation Plan \(PPP\)](#)

The MPO reviews and updates the PPP annually to enhance engagement strategies and aligns with Title VI requirements. Public involvement opportunities are designed to be fair and inclusive. Partnering with local organizations, faith-based groups, and advocacy groups expands outreach efforts. The staff also works to identify communities facing barriers to participation.

The MPO utilizes multiple communication methods to reach diverse audiences, including public meetings, multilingual printed and digital materials, social media, and traditional media such as

Chapter 10: Review of STA Directives

The Amarillo Area Metropolitan Planning Organization (MPO) upholds federal laws to ensure fair and equitable access to transportation planning and services. Title VI of the Civil Rights Act of 1964 is the cornerstone of these efforts, prohibiting discrimination in federally funded programs and activities. Additionally, the MPO adheres to other regulations designed to prevent discrimination and promote inclusivity, including:

1. 49 CFR Part 21 – Regulations issued by the U.S. Department of Transportation (USDOT) to enforce Title VI in federally assisted programs.
2. 23 CFR Part 200 – Federal Highway Administration (FHWA) guidelines for implementing Title VI requirements.
3. Executive Order 12898 (Environmental Justice) – Directs agencies to identify and address disproportionately high and adverse effects of programs, policies, and activities on minority and low-income populations.
4. Executive Order 13166 (Limited English Proficiency – (LEP)) – Requires agencies receiving federal funding to provide meaningful access to individuals with limited English proficiency.
5. Americans with Disabilities Act (ADA) of 1990 – Prohibits discrimination against individuals with disabilities and provide equal access to public services.

Chapter 12 Notice of Title VI Rights

The Amarillo Area MPO Notice of Title VI rights is disseminated to the public in English and Spanish on the city's website. The Google Translate Application is available for all other translation needs.

The MPO hereby gives public notice that it is the Agency's policy to assure full compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, and related statutes and regulations in all programs and activities. Title VI requires that no person shall, on the grounds of race, color, or national origin, be excluded from participating in, be denied the benefits of, or be otherwise subjected to discrimination under any Federal Aid Highway program or other activity for which the Agency receives federal financial assistance.

Any person who believes they have been aggrieved by an unlawful discriminatory practice under Title VI has a right to file a formal complaint with the Amarillo Area Metropolitan Planning Organization. Any such complaint must be filed with the Title VI Coordinator within 180 days following the date of the alleged discriminatory occurrence. Title VI discrimination Complaint Forms may be obtained from the MPO staff, on the webpage www.amarillo.gov/mpo/, or emailed to amarillompo@amarillo.gov. Any questions or comments regarding this plan should be directed to the Amarillo Metropolitan Planning Organization's Title VI Coordinator:

Travis Muno, MPO Director/Title VI Coordinator

Amarillo Metropolitan Planning Organization

Physical address: 808 S. Buchanan Street

Mailing Address: P.O. Box 1971

Amarillo, Texas 79105

(806) 378-4219

Travis.Muno@Amarillo.gov

Aviso a los beneficiarios de la protección en virtud del Título VI

DE AMARILLO ORGANIZACIÓN DE PLANIFICACIÓN METROPOLITANA

- La Organización de Planificación Metropolitana de Amarillo opera sus programas y servicios sin distinción de raza, color, origen nacional, de conformidad con el Título VI de la Ley de Derechos Civiles. Cualquier persona que cree o que ha sido perjudicada por una práctica discriminatoria ilegal bajo el Título VI, puede presentar una queja ante la Organización de Planificación Metropolitana de Amarillo.
- Para obtener más información sobre el programa civil del Amarillo Organización de Planificación Metropolitana de los derechos y los procedimientos para presentar una queja, comuníquese con (806) 378-4219, correo electrónico Travis.Muno@Amarillo.gov o visite nuestra oficina administrativa en 808 S. Buchanan Street, Amarillo, Texas 79101. Para obtener más información, visite www.amarillo.gov/mpo.
- Si se necesita información en otro idioma, comuníquese con (806) 378-4219

Standard Title VI Nondiscrimination Assurances

The United States Department of Transportation (USDOT) Standard Title VI/Non-Discrimination Assurances DOT Order No. 1050.2A

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

Statutory/Regulatory Authorities

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

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

General Assurances

By the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Recipient hereby gives assurance that it will promptly take any measures necessary to ensure that:

Appendix A: Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances concerning its Federally assisted Amarillo Area Metropolitan Planning Organization:

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

2. The Recipient will insert the following notification in all solicitations for bids, Requests for Proposals for work, or material subject to the Acts and the Regulations made in connection with all Amarillo Area Metropolitan Planning Organization and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

"The City of Amarillo, by the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notify all bidders that it will affirmatively ensure that any contract entered under this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award."

3. The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.

4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States affecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.

5. Where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated therewith. Where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.

7. That the Recipient will include the clauses outlined in Appendix C and Appendix D of this Assurance, as a covenant running with the land in any future deeds, leases, licenses, permits, or similar instruments entered by the Recipient with other parties:

- a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
- b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.

Appendix B: Contractor Agreement

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, the City of Amarillo, 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, regarding the work performed during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program outlined in Appendix B of 49 CFR Part 21.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials or leases of equipment, the contractor will notify each potential subcontractor or supplier of the contractor's obligations under this contract and the Acts and the regulations related to Non-discrimination on the grounds of race, color, or national origin.
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient 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 certify to the Recipient, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the non-discrimination provisions of this contract, the Recipient will impose such contract sanctions as it may determine to be appropriate, including, but not limited to:
 - a. withholding payments to the contractor until the contractor complies; and/or
 - b. cancelling, terminating, or suspending a contract, in whole or part.
6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurement of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued thereto. The contractor will act concerning any subcontract or procurement as the Recipient may enforce such provisions, including sanctions for noncompliance. Provided that if the contractor becomes involved in or is threatened with litigation by a subcontractor or supplier because of such direction, the contractor may request the Recipient to enter

Appendix C: Clauses for Deeds Transferring United States Property

The following clauses will be included in deeds affecting 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 City of Amarillo will accept title to the lands and maintain the project constructed thereon in accordance with Federal Transportation Administration and Federal Highway Administration, the Regulations for the Administration of Metropolitan Planning Organization and the policies and procedures prescribed by the City of Amarillo and Texas Department of Transportation 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, Non-discrimination 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 City of Amarillo 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 City of Amarillo 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 real property or structures are used for a purpose for which Federal financial assistance is extended for another purpose involving the provision of similar services or benefits and will be binding on the Amarillo Area Metropolitan Planning Organization, its successors, and assigns.

The Recipient, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors, and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination regarding any facility located wholly or in part on, over, or under such lands hereby conveyed, and (2) that the City of Amarillo will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally Assisted Programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended, and (3) that in the event of breach of any of the abovementioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above-described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction.

Appendix E: Clauses for Construction/Use/Access to Real Property Acquired

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by (Title of Recipient) 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
 - a. 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. that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the grounds of race, color, or national origin will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination
 - c. 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 a breach of any of the above Nondiscrimination covenants, the City of Amarillo will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.
- C. With respect to deeds, in the event of a breach of any of the above Non-discrimination covenants, Recipient will thereupon revert to and vest in and become the absolute property of City of Amarillo 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.)

Exhibit 3 Civil Rights Complaint Form English

**Amarillo Metropolitan Planning Organization (MPO) Civil Rights Complaint Form If
information is needed in another language, contact 806-378-4219.
Atención Sesión Pública Convocatoria Aviso 806-378-4219 Para Obtener
Información – www.amarillo.gov**

Amarillo MPO is committed to ensuring that no person is excluded from participation in or denied the benefits of its services on the basis of race, color or national origin, as provided by Title VI of the Civil Rights Act of 1964, as amended. Title VI complaints must be filed within 180 business days and ADA complaints 90 business days of the date of the alleged discrimination.

The following information is necessary to assist us in processing your complaint. If you require any assistance in completing this form, please contact The MPO Director by calling at 806-378-4219. The completed form must be returned to: Amarillo Metropolitan Planning Organization
Attention: MPO Director
P.O. Box 1971
Amarillo, Texas 79105

Section I

Your Name: _____ Home Phone: _____
Street Address: _____ Work Phone: _____
E-Mail Address: _____ City, State, & Zip Code: _____
Do you need this information in an accessible format?
Large Print TDD Audio Tape Other _____

Section II

Are you filing this complaint on your own behalf: Yes* No

*If you answered yes, go to Section III

If no, please supply the name and relationship of the person for whom you are complaining:

Name _____ Relationship _____

Please explain why you have filed a complaint for a third party: _____

Please print and sign your name acknowledging that you have obtained permission to file this complaint on behalf of the third party

Printed Name _____ Signature _____

Section III

I believe the discrimination I experienced was based on (circle all that apply)

Race _____ Color _____ National Origin _____

Date of alleged discrimination (Month, Day, Year): _____

Exhibit 4 Formulario de Queja de Derechos Civiles Español

Amarillo MPO Formulario de Queja de Derechos Civiles If
information is needed in another language, contact 806-378-4219.
Atención Sesión Pública Convocatoria Aviso 806-378-4219 Para Obtener
Información – www.amarillo.gov

Amarillo MPO se compromete a garantizar que ninguna persona sea excluida de la participación o se le nieguen los beneficios de sus servicios por motivos de raza, color u origen nacional, según lo dispuesto en el Título VI de la Ley de Derechos Civiles de 1964, según enmendada. Las quejas del Título VI deben presentarse dentro de los 180 días hábiles y las quejas de la ADA dentro de los 90 días hábiles posteriores a la fecha de la presunta discriminación.

La siguiente información es necesaria para ayudarnos a procesar su queja. Si necesita ayuda para completar este formulario, comuníquese con el Director de Amarillo MPO llamando al 806-378-4219. El formulario completo debe enviarse a:

Amarillo Metropolitan Planning Organization
Atención: MPO Director
P.O. Box 1971
Amarillo, Texas 79105

Sección I

Te llamas: _____ Teléfono de la casa: _____
Dirección: _____ Teléfono del trabajo: _____
Dirección de correo electrónico: _____ Ciudad estado. y código postal: ¿Necesitas
esta información en un formato accesible?
Letra grande TDD Cinta de audio Otros _____

Sección II

¿Está presentando esta queja en su propio nombre?: Sí* No

*Si tu respuesta es afirmativa, ve a la Sección III

En caso negativo, indique el nombre y la relación de la persona por la que se queja: Nombre
_____ Relación _____ Explique por
qué ha presentado una queja en nombre de un tercero: _____

Escriba en letra de imprenta y firme su nombre reconociendo que ha obtenido permiso para presentar esta queja en nombre del tercero

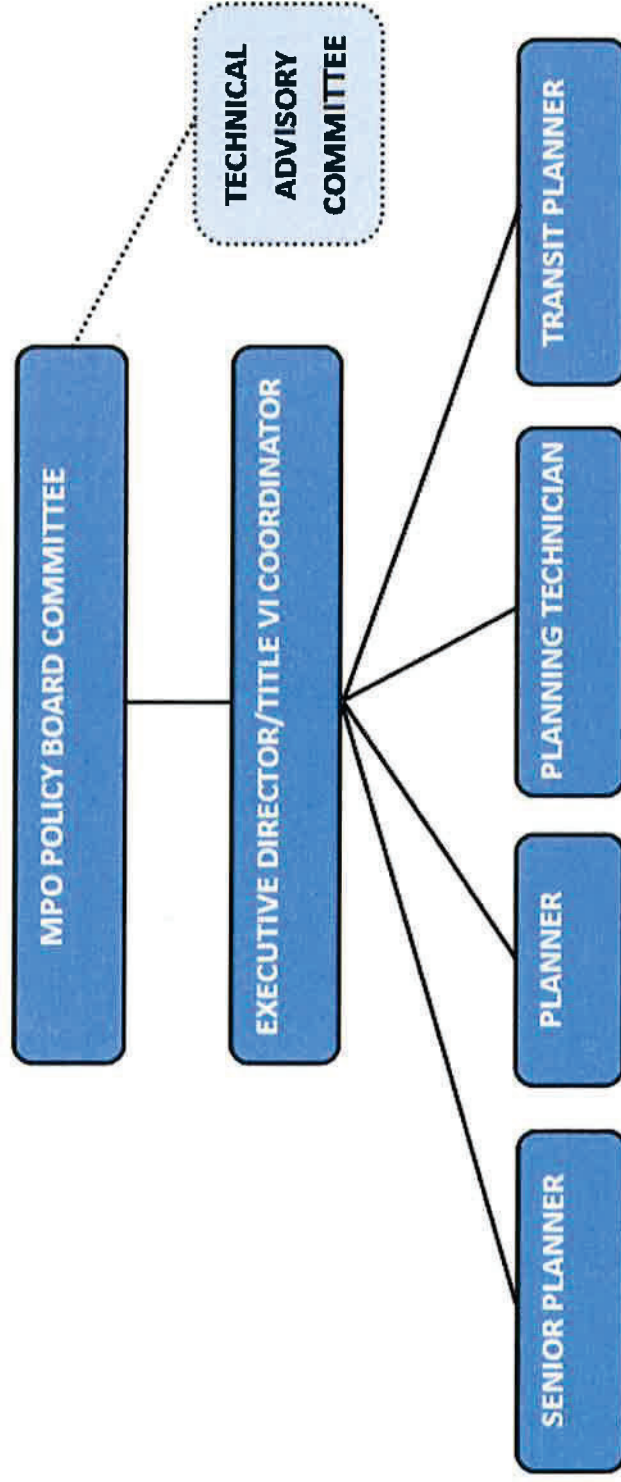
Nombre impreso _____ Firma _____

Sección III

Creo que la discriminación que experimenté se basó en (marque con un círculo todo lo que corresponda)

Race _____ Color _____ Nacional Origin _____

Exhibit 5 MPO Organizational Chart



Resolution 10-7-2025-1

A Resolution Regarding

Title VI Non-Discrimination Laws

Whereas, in accordance the Title VI non-discrimination laws in regard to providing appropriate access to services and activities provided by federal agencies and recipients of federal assistance, and Environmental Justice policies and programs in regard to making public engagement and participation the fundamental principle regarding transportation planning and decision-making; and

Whereas, the stated objective of the Title VI/EJ plan is to implement a strategy to address disproportionately high and adverse human health or environmental effects of the Amarillo Metropolitan Planning Organization's programs, policies and activities on minority and low income populations; and

Whereas, the plan has been developed in accordance with requirements of the Federal Highway Administration and the Federal Transit Administration;

NOW, THEREFORE, BE IT RESOLVED, BY THE TRANSPORTATION POLICY COMMITTEE OF THE AMARILLO METROPOLITAN PLANNING ORGANIZATION THAT:

The Policy Committee hereby approves the Title VI/Environmental Justice (Title VI/EJ) Plan within the Metropolitan Area Boundary,

this the 10th day of July 2025.

A handwritten signature in blue ink, appearing to read "Cole Stanley", is written over a horizontal line.

Cole Stanley, Policy Committee Chair

Mayor, City of Amarillo