



Title VI IMPLEMENTATION PLAN

2026

COUNTY OF FRESNO DEPARTMENT OF PUBLIC WORKS & PLANNING

Adopted June 16, 2026

Board of Supervisors

Paul Nerland
County Administrative Officer

Steven E. White
Director of Public Works & Planning

“No person shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal assistance.” – Civil Rights Act of 1964.

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INTRODUCTION

Fresno County Department of Public Works and Planning (herein referred to as 'PWP') provides many services to its residents and businesses including but not limited to; parks, road maintenance, special districts administration, development services, capital projects, community development, permitting, landfill and solid waste administration.

Title VI of the Civil Rights Act of 1964 and related statutes prohibit discrimination on the basis of race, color, or national origin, sex, age, disability or socio-economic status in programs and activities receiving Federal financial assistance. Specifically, Title VI provides that "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 subjected to discrimination under any program or activity receiving Federal financial assistance" (42 U.S.C. Section 2000d).

PWP has a history of observing the mandates of Title VI through the use of best practices. This plan is intended to formalize those practices, along with some new provisions, to ensure full compliance with Title VI mandates.

PWP 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 protected by Title VI. This plan was developed to guide PWP in its administration and management of Title VI-related activities.

PROGRAM STRUCTURE

Fresno County is represented by an elected five (5) member Board of Supervisors, plus a County Administrative Officer.

District 1	Brian Pacheco
District 2	Garry Bredefeld
District 3	Luis Chavez
District 4	Ernest Buddy Mendes
District 5	Nathan Magsig
CAO	Paul Nerland

The Board of Supervisors establishes the vision, strategic plan, policies, and goals for PWP. As the legislative body, the Board of Supervisors is responsible for establishing the laws, policies, and guidelines under which PWP operates and approves how the Department's funds will be expended. The County Administrative Officer (CAO) is responsible for implementing the policies adopted by the Board of Supervisors, providing leadership and policy guidance to County department directors, and ensuring that the vision, strategic plan, and goals of the Board of Supervisors are implemented and achieved. The CAO performs the professional and

administrative processes necessary to achieve the efficient and economic operation of County departments, including PWP; ensures the financial security of tax dollars by monitoring the overall fiscal activity of PWP; and assists elected officials in establishing policy and long-term goals.

1. Executive Summary

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance. Specifically, Title VI provides that “no person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance (42 U.S.C. Section 2000d).

The Civil Rights Restoration Act of 1987 clarified the intent of Title VI to include all programs and activities of Federal-aid recipients, and contractors whether those programs and activities are Federally funded or not.

Recipients and subrecipients of United States Department of Transportation (USDOT) funding through the Federal Highway Administration (FHWA), and Caltrans, are required to develop policies, programs, and practices that ensure Federal dollars are used in a manner that is nondiscriminatory as required under Title VI.

PWP strives to ensure nondiscrimination in all of its activities and programs. Through a focused effort, PWP has made managers, supervisors, employees, contractors, and vendor sub-recipients of Federal-aid funds aware of and apply the intent of Title VI of the Civil Rights Act of 1964 and related statutes in performing assigned duties.

This document details how PWP incorporates nondiscrimination policies and practices in providing programs and services to the public and other stakeholders.

2. Jurisdiction and Authorities

PWP is a recipient of USDOT funding, with Caltrans acting as a passthrough agency and is therefore subject to the Title VI compliance conditions associated with the use of these funds pursuant to the following:

NONDISCRIMINATION STATUTES

- Title VI of the Civil Rights Act of 1964 (42 USC 2000d et seq)
- Section 162 (a) of the Federal-Aid Highway Act of 1973 (23 USC 324)
- Section 504 of the Rehabilitation Act of 1973
- Americans With Disabilities Act of 1990
- Civil Rights Restoration Act of 1987
- 49 CFR Part 21
- 23 CFR Part 200
- USDOT Order 1050.2
- Section 504 of the Rehabilitation Act of 1973 Implementing Regulation 49 CFR 27
- Title VII of the Civil Rights Act of 1964, as amended(<http://www.eeoc.gov/laws/statutes/titlevii.cfm>)
- The Age Discrimination in Employment Act of 1967, as amended (<http://www.eeoc.gov/laws/statutes/adea.cfm>)
- The Equal Pay Act of 1963 (<http://www.eeoc.gov/laws/statutes/epa.cfm>)
- Sections 501 and 505 of the Rehabilitation Act of 1973, as amended (<http://www.eeoc.gov/laws/statutes/rehab.cfm>)
- The Genetic Information Nondiscrimination Act of 2008 (<http://www.eeoc.gov/laws/statutes/gina.cfm>)
- The Civil Rights Act of 1991 (<http://www.eeoc.gov/laws/statutes/cra-1991.cfm>)
- Title 29, Code of Federal Regulations, Part 1614 (<http://www.eeoc.gov/federal/directives/1614-final.cfm>)
- No Fear Act (<https://www.transportation.gov/civil-rights/civil-rights-awareness-enforcement/no-fear-act>)
- 23 CFR 230, Subpart C

3. General Reporting Requirements

PWP is a recipient of financial assistance from Federal aid programs through the USDOT. Recipients and sub-recipients of Federal aid are required to comply with various nondiscrimination laws and regulations, including Title VI of the Civil Rights Act of 1964.

Title VI of the Civil Rights Act of 1964 forbids discrimination against anyone in the United States based on race, color, or national origin by any program receiving Federal aid. Subsequently, various other statutes, including the Federal-Aid Highway Act of 1973, added prohibitions against discrimination based on sex, age, disability, or socioeconomic status.

The Civil Rights Restoration Act of 1987 defines the word “program” to make clear that discrimination is prohibited throughout an entire agency if any part of the agency receives Federal financial assistance.

PWP strives to ensure nondiscrimination in all of its activities and programs. PWP has made managers, supervisors, employees, contractors, and vendor sub-recipients of Federal-aid funds aware of and apply the intent of Title VI of the Civil Rights Act of 1964 and related statutes in performing assigned duties.

Federal statutes require recipients of Federal-aid programs to prepare and implement a program to clarify roles, responsibilities, and procedures established to ensure compliance with Title VI of the Civil Rights Act of 1964.

PWP’s Title VI Program Plan provides the policy direction necessary to ensure compliance with Title VI of the Civil Rights Act of 1964.

A. Certification and Assurances

B. Title VI Program Plan

All subrecipients must document their compliance with DOT’s Title VI regulations by submitting a Title VI Program Plan to Caltrans annually, and/or upon request. For all recipients (including subrecipients), the Title VI Program Plan must be approved by the recipient’s board of directors, appropriate governing entity, or officials responsible for policy decisions prior to submission.

PWP has completed the required elements and documentation for the Title VI Program, has formalized the plan, including all attachments, and has submitted it to Caltrans.

FHWA policy guidance prescribes an interdisciplinary approach to maintaining compliance with Title VI. The PWP Title VI Coordinator works with PWP managers and supervisors in ensuring compliance with Title VI/Nondiscrimination requirements. This partnership ensures nondiscrimination in the delivery of PWP’s programs and activities. It is essential that a collaborative relationship be maintained between the Title VI Coordinator and PWP managers

and supervisors. The managers and supervisors provide organizational knowledge of their respective office disciplines, and the Title VI Coordinator provides a practical application of Title VI.

C. Policy Statement

Title VI of the Civil Rights Act of 1964 states:

"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance." PWP is committed to complying with the requirements of Title VI in all of its federally funded programs and activities. Additionally, PWP is committed to extending nondiscrimination requirements to include associated nondiscrimination regulations including but not limited to the Federal Highway Act of 1973 (Sex), the Age Discrimination Act of 1975 (Age), the Americans with Disabilities Act of 1990 (ADA), Section 504 of the Rehabilitation Act of 1973 (Disability). For additional information about PWP's Title VI obligations, please contact (559) 600-7303 or visit our website at [Public Works and Planning - County of Fresno](#).

El Título VI de la Ley de Derechos Civiles de 1964 establece:

"Ninguna persona en los Estados Unidos, por motivos de raza, color u origen nacional, será excluida de la participación, se le negarán los beneficios o será objeto de discriminación en cualquier programa o actividad que reciba asistencia financiera federal". El condado de Fresno se compromete a cumplir con los requisitos del Título VI en todos sus programas y actividades financiados por el gobierno federal. Además, el condado de Fresno se compromete a ampliar los requisitos de no discriminación para incluir las regulaciones de no discriminación asociadas que incluyen, entre otras: la Ley Federal de Carreteras de 1973 (Sexo), la Ley de Discriminación por Edad de 1975 (Edad), la Ley de Estadounidenses con Discapacidades de 1990 (ADA), la Sección 504 de la Ley de Rehabilitación de 1973 (Discapacidad), y la Orden Ejecutiva 12898. Para obtener información adicional sobre las obligaciones del Título VI del Condado de Fresno, comuníquese al (559) 600-7303 o visite nuestro sitio web en [Public Works and Planning - County of Fresno](#).

D. Organization and Staffing

Under the authority of the Fresno County Board of Supervisors, the PWP Director, Steven E. White, will appoint a Title VI Coordinator to be responsible for ensuring implementation of PWP's Title VI program.

The Title VI Coordinator and staff are responsible for coordinating the overall administration of the Title VI program, plan, and assurances, including complaint handling, data collection and reporting, annual review and updates, internal training, and monitoring Title VI activities within PWP.

The Title VI Coordinator's Responsibilities include but are not limited to:

- Processing the disposition of Title VI complaints received

- Assisting program personnel to correct Title VI problems or discriminatory practices or policies found through self-monitoring and review activities
- Ensuring that Title VI requirements are included in policy directives and that the procedures used have built in safeguards to prevent discrimination
- Directing efforts to coordinate the development and implementation of a Title VI and related statutes training program
- Collecting statistical data (race, color, or national origin) of participants in and beneficiaries of PWP programs (e.g., affected citizens, and impacted communities)
- Conducting annual Title VI reviews of PWP to determine the effectiveness of program activities at all levels
- Conducting training programs on Title VI and other related statutes for PWP employees
- Preparing a yearly report of Title VI accomplishments and goals, as required
- Developing Title VI information for dissemination to the general public and, where appropriate, in languages other than English
- Identifying and eliminating discrimination
- Establishing procedures for promptly resolving deficiency status and writing the remedial action necessary, all within a period not to exceed 90 days

The Title VI Coordinator oversees the day-to-day administrative requirements of PWP's Title VI Program. The Title VI Coordinator also serves as the individual to whom complaints alleging discrimination are submitted and is responsible for communicating and coordinating with PWP supervisors on all activities subject to Title VI, as well as coordinating training for staff. The Title VI Coordinator is also responsible for working with PWP supervisors to monitor procedures and practices related to PWP projects and services to ensure the programs are operated and the services are provided fairly, equitably, and in a nondiscriminatory manner in accordance with Title VI. PWP supervisors are responsible for providing program activity information to the Title VI Coordinator on an ongoing and timely basis.

For more information on Fresno County's Department of Public Works organization and staffing please visit: [Public Works and Planning - County of Fresno](#).

E. Program Area Reviews

To ensure that Caltrans can provide adequate oversight of Federal funds, all subrecipients must include a description of their review/oversight process as part of their Title VI Plan.

PWP's Title VI Coordinator reviews PWP's Title VI program as needed to ensure implementation of the Title VI plan in all areas of the organization to ensure nondiscrimination. In addition, they review PWP operational guidelines and publications, including those for contractors, to verify that Title VI language and provisions are incorporated, as appropriate.

The cornerstone of Title VI compliance in all PWP programs is outreach and public involvement. PWP has a Public Involvement Program that is designed to provide early, continuous, and extensive outreach to all communities, but particularly to ensure that project selection does not subject minority, low income, disabled and elderly populations to disproportionately high and adverse effects.

PWP uses an annual process to review Title VI activities to ensure nondiscrimination. The Title VI Coordinator examines data for nondiscrimination in the following areas:

- a. Construction Management
- b. Design
- c. Development Services and Capital Projects
- d. Resources (Household Hazardous Waste, Landfill, Parks and Recreation, Recycling and Solid Waste Disposal, and Special Districts)
- e. Road Maintenance and Operations
- f. Water and Natural Resources and Community Development

F. Subrecipient Reviews

PWP is committed to nondiscrimination in all forms, including Title VI and all associated nondiscrimination regulations. Currently we utilize consultants to lead the required subrecipient reviews. In addition to completing Title VI training, PWP supervisors in each service area are responsible for familiarizing themselves with the requirements of Title VI, and for ensuring that PWP contractors, consultants, and vendors are complying with the requirements of PWP's Title VI Program. They are responsible to promptly report issues or complaints concerning Title VI and related statutes to the Title VI Coordinator and for assisting the Title VI Coordinator in his efforts to implement all requirements, internally and externally. They are also responsible for coordinating with the Title VI Coordinator on any proposed changes to operating procedures, instructional memoranda, policies, and manuals, etc., that relate to Title VI.

G. Data Collection

In accordance with 49 CFR 21.9 and 23 CFR 200.9, Federally assisted recipients, including subrecipients, are required to collect and maintain statistical data by race, color, national origin, and sex of affected communities, and participants and beneficiaries of federal aid.

PWP is guided by the Federal regulations to collect statistical data on the race, color, and national origin of participants in and beneficiaries of its programs. Accordingly, PWP gathers, analyzes, and maintains statistical data on race, color, national origin, sex, and disability of participants in and beneficiaries of PWP's Federal-aid programs, (e.g., relocatees, affected populations, and participants) to determine the investment benefits and burdens to the eligible population, including minority and low-income populations.

PWP will collect appropriate data during the acquisition and relocating process as needed and will provide opportunity for participants at public meetings to provide associated data, as necessary. This information will be retained per the federal document retainage period guidelines and will be made available to authorizing agencies during reviews.

Collecting, analyzing, and maintaining statistical data are crucial elements of the Title VI Program because they constitute an effective mechanism by which to numerically verify the distribution and impact of program funding.

Each Federal program area is responsible for collecting Title VI/nondiscrimination related data and analyzing the data annually to identify and address any trends or patterns of discrimination. Data collection is key to ensuring that PWP programs, services, facilities, and projects effectively meet the needs of “all persons” without discrimination (i.e., disproportionately benefiting or harming one group over another is a violation of Title VI). Based on Title VI implementing regulations, each federal program area is required to:

- Provide for the collection of data and information to demonstrate effective enforcement of Title VI
- Collect data about beneficiaries
- Analyze the data and information collected
- Identify potential discrimination and work to eliminate if found
- Take affirmative measures to ensure nondiscrimination

Once Title VI data is collected, the data must be analyzed for identifying patterns of discrimination or the potential for discrimination. When determining compliance with Title VI, considerations include the way services are or will be provided, the population eligible by race, color, and national origin, the location of existing or proposed facilities, and the presence or proposed membership by race, color, and national origin, of any planning or advisory body.

H. Training

23 CFR 200.9 (b) (9) states that Local Public Agency’s (LPA’s) Title VI designee shall be responsible for conducting training programs on Title VI and related statutes.

Training will be completed through NeoGov. Course HE20 - Title VI of the 1964 Civil Rights Act for Municipalities will be required for every PWP employee. Title VI training will be part of the new hire onboarding process, and every two years for general employees, and every year for managers and supervisors, as required.

Additionally, the Title VI Coordinator and liaisons meet annually (more often if warranted) to discuss practical solutions to Title VI issues, and the PWP Title VI/Nondiscrimination Plan.

I. Complaint Procedures

Recipients and subrecipients of Federal funds must develop procedures for investigating and tracking Title VI complaints filed against them and make their procedures for filing a complaint available to members of the public upon request. Recipients must also develop a Title VI complaint form, and the form and procedure for filing a complaint shall be available on the recipient’s website.

The Department of Public Works and Planning is committed to ensuring its programs and activities are operated in a nondiscriminatory manner and uses a discrimination complaint form which covers the Title VI requirements of race, color, and national origin.

Any person who believes that they have been discriminated against on the basis of race, color, or national origin by PWP, may file a Title VI complaint with PWP, Caltrans, or the Federal

Highway Administration by completing and submitting the Title VI Complaint Form. The Complaint Form and Complaint Procedures are available at [Public Works and Planning - County of Fresno](#) or at our office, and are available in English and Spanish. Complaint Procedures and Complaint Forms in English and Spanish are attached to this document as ATTACHMENTS B and C. Additionally, a general complaint form covering other protected classes, not explicitly covered by Title VI, is attached as ATTACHMENT H.

All Title VI complaints are forwarded to Caltrans or to FHWA for investigation within twenty-one (21) days of receipt of complaint.

Title VI Coordinator
Department of Public
Work and Planning
2220 Tulare St, 7th Fl
Fresno, CA 93721
(P) (559) 600-7303
TitleVI@fresnocountyca.gov

Caltrans
Title VI Branch
P.O. Box 942874, MS 79
Sacramento, CA 94274
(P) (916) 639-6392
Title.VI@dot.ca.gov

Civil Rights Program Manager
U.S. DOT FHWA
(P) (916) 324-8379

J. Dissemination of Information

23 CFR 200.9 (b)(12), states Local Agency shall develop Title VI information for dissemination to the general public and, where appropriate, in languages other than English.

Information on the Department of Public Works and Planning Title VI program will be disseminated on PWP's website, [Public Works and Planning - County of Fresno](#), in the lobby of any PWP buildings open to the public, to agency employees, contractors, and beneficiaries, as well as to the general public in accordance with federal and state statutes/regulations.

The Title VI program will be available in other languages as needed and requested.

PWP provides Title VI information such as posters, brochures, or survey cards at public meetings. These program posters and brochures are available in languages other than English, as needed. Furthermore, current copies of our Title VI Notice to the Public are available and accessible at PWP offices.

In addition to language access measures, other major components of the Public Participation Plan include public participation design factors; a range of public participation methods to provide information, to invite participation and/or to seek input; examples to demonstrate how population-appropriate outreach methods can be and were identified and utilized; and performance measures and objectives to ensure accountability and a means for improving over time. Notice to the Public of their Title VI rights is attached as ATTACHMENT D.

Additional Title VI information is posted on PWP's web site [Public Works and Planning - County of Fresno](#).

K. Limited English Proficiency

Federally assisted recipients must take responsible steps to ensure meaningful access to benefits, services, information, and other important elements of its programs and activities for individuals who are Limited English Proficient (LEP). Recipients must use the information obtained in their Four-Factor Analysis to determine the specific language services that are appropriate to provide.

LEP Four Factor Analysis for PWP

Factor 1: The number and proportion of LEP persons served or encountered in the eligible service population.

From a county perspective, the following language was listed with the greatest number of speakers who spoke English less than “very well” in Fresno County: Spanish

Factor 2: The frequency with which LEP individuals come into contact with your Programs, Activities, and Services.

The following program areas within PWP have been identified to have a higher interaction with the public:

- Construction
- Development Services & Capital Projects
- Design (Right of Way Section)
- Road Maintenance
- Resources

The listed program areas have the potential for ongoing frequent contact with LEP populations.

Factor 3: The importance to LEP people of your Program, Activities, and Services.

Since our activities involve transportation related outcomes, the importance of PWP’s Programs, Activities, and Services are of great significance to the LEP populations of Fresno County.

Factor 4: The resources available to the recipient and costs.

PWP’s Title VI Notice to the Public is posted at all PWP offices open to the public. The notice is printed in English and Spanish, and available in other languages as requested.

PWP utilizes bilingual employees, I Speak Cards, and translation applications to help LEP individuals to access our programs, services, and activities. These resources are available at public counters and employee workstations, or job sites. The cost for this resource is minimal.

Language Assistance Plan (LAP)

PWP is committed to assisting people who do not speak English or do not speak English well. Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English are Limited English Proficient, or LEP. These individuals may be entitled to language assistance with respect to a particular type of program,

service, or activity. This section outlines the LEP protections and plans for compliance. Title VI prohibits recipients of federal financial assistance from discriminating based on national origin.

PWP's policy is to take reasonable steps to provide LEP individuals with meaningful access to all programs, services, or activities. PWP shall take proactive steps to inform the public of the availability of language accessible programs, services, and activities.

PWP, guided by our Four Factor Analysis, has minimal contact throughout the year with LEP persons. However, PWP understands the nature and importance of our programs, activities, and services to people's lives and will take reasonable steps to promote participation and inclusion in our programs. PWP's Title VI Coordinator will update, evaluate, and monitor this Language Assistance Plan (LAP) annually.

All staff will be provided with the LAP and will be educated on policies, procedures, and services available. This training will be included in our Title VI training held annually for managers and supervisors, every two years for our Title VI staff awareness training, and as appropriate for new hires and promoted employees.

All vital documents will be translated into Spanish, Chinese, Hmong-Mien, and Punjabi and all other languages can be translated upon request by contacting the Title VI Coordinator.

Following federal guidance, analysis has been completed to understand language needs and to allocate resources appropriately. It is attached as ATTACHMENT E.

L. Public Participation

Federally assisted recipients must also provide information to the public regarding their Title VI obligations and apprise members of the public of the protections against discrimination afforded to them by Title VI.

At a minimum, recipients must disseminate this information to the public through measures including a posting on its website, and in public areas of the agency's office. Furthermore, notices will detail a recipient's Title VI obligations in languages other than English, as needed and consistent with the DOT LEP Guidance and the recipient's LAP.

Public outreach strategies employed by PWP are often determined by the circumstances unique to individual projects and typically include a mix of public hearings and stakeholder meetings as applicable. Information is distributed via the PWP website or social media websites, surveys, advertising, media outreach, community events, and targeted presentations. PWP's commitment to public participation is based firmly on the belief that public involvement fosters an open decision-making process that elicits active participation from affected individuals, groups, communities, and other public agencies.

All notices are placed on the PWP website, as are project documents referenced in the notice. PWP's social media is used to disseminate meeting notices. All notices placed in newspapers are placed in the regular body of the paper and not the legal notices section. If a proposed project is in an identified LEP community, ethnic newspapers and radio stations are included in

the noticing effort. Community facilities such as churches, community centers, and commercial businesses are approached to post notices of the meeting.

M. Review of Directives

All subrecipients must include a process to review internal directives, policies, and procedures for potential Title VI impacts as part of their Title VI Plan.

The PWP Title VI Coordinator will review additions and changes to PWP policies and directives, as part of the PWP Title VI Plan, to ensure that the content is nondiscriminatory. Review logs are used to track review activities of new policy or changes to existing policy, and are attached as ATTACHMENT F.

When warranted, mailings to property owners are bilingual. Language interpreters are available at PWP's public meetings. Copies of documents are available upon request and may be translated upon request.

N. Compliance and Enforcement

All subrecipients must include compliance and enforcement procedures as part of their Title VI Plan.

PWP is committed to ensuring required Compliance and Enforcement Procedures. PWP utilizes contractors, vendors, and consultants to complete various tasks and projects. PWP Supervisors in each program area are responsible for familiarizing themselves with the requirements of Title VI or complying with the requirements of PWP's Title VI Program. They promptly report any issues or complaints concerning Title VI and related statutes to the Title VI Coordinator. As of this reporting period, PWP has not had to use any compliance or enforcement procedures against any of its consultants, contractors, or vendors.

Should noncompliance be found, PWP shall work with the contactor, consultant, or vendor to come into voluntary compliance. If that is unsuccessful, PWP shall take additional action to ensure compliance, which may include:

- a. withholding payments to the contractor under the contract until the contractor complies; and/or
- b. cancelling, terminating, or suspending a contract, in whole or in part.

4. Annual Accomplishments and Goals

The Title VI Coordinator tracks activities in the Title VI Program and provides reports to Caltrans annually. While these reports are not generally posted on the PWP website, they are public records and available upon request. The annual report is meant to be a reflection of the program, including its performance, any identified challenges, and reasonable goals for the upcoming year. This means report content may vary from year to year. Nevertheless, the report will contain at a minimum:

- Any changes to policy statements or procedures
- Any changes to organizational structure or staffing
- A summary of monitoring or reviews conducted with associated outcomes or conclusions
- A list of Title VI complaints, including the bases, investigation status, and disposition
- A summary of accomplishments in each program area, as applicable
- A list of all Civil Rights/Title VI education and or training, the type of training, dates, and the number in attendance.

The 2026 annual goals & accomplishments report is attached as ATTACHMENT I.

5. Attachments

ATTACHMENT A. - ASSURANCES

APPENDIX A

APPENDIX B

APPENDIX C

APPENDIX D

APPENDIX E

ATTACHMENT B. – COMPLAINT PROCEDURES

ATTACHMENT C. – COMPLAINT FORMS

ATTACHMENT D. – NOTICE TO BENEFICIARIES

ATTACHMENT E. – FOUR FACTOR ANALYSIS DATA

ATTACHMENT F. – REVIEW OF DIRECTIVE LOG

ATTACHMENT G. – INVESTIGATION, COMPLAINT, & LAWSUIT LOG

ATTACHMENT H. – GENERAL COMPLAINT FORM

ATTACHMENT I. – ANNUAL ACCOMPLISHMENTS & GOALS REPORT

Attachment A – Assurances

The United States Department of Transportation (USDOT) Standard Title VI/Non-Discrimination Assurances

DOT Order No. 1050.2A

The County of Fresno, by and through its Department of Public Works and Planning (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 Federal Transit Administration, it is subject to and will comply with the following:

Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled 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

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

"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity," for which the Recipient receives Federal financial assistance from DOT, including the Federal Highway Administration.

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Non-discrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these non-discrimination statutes and requirements to include all programs and activities of the Recipient, so long as any portion of the program is Federally assisted.

Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its Federally assisted Title VI Program:

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23(b) and 21.23(e) of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated or will be (with regard to a "facility") operated or will be (with regard to a "program")

conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.

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

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

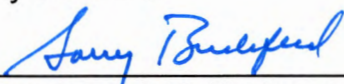
3. The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.
7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:
 - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:
 - a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or

- b. the period during which the Recipient retains ownership or possession of the property.
9. The Recipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this ASSURANCE, the Recipient also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the Federal Transit Administration access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by the Federal Transit Administration. You must keep records, reports, and submit the material for review upon request to Federal Transit Administration, or its designee in a timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law, or detailed in program guidance.

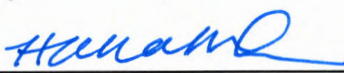
The Recipient gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the Recipient by the U.S. Department of Transportation under the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

County of Fresno

By 
Garry Bredefeld, Chairman of the Board
of Supervisors of the County of Fresno

Dated 6-16-2026

ATTEST:
Bernice E. Seidel
Clerk of the Board of Supervisors
County of Fresno, State of California

By 
Deputy

Dated 6-16-2026

Department of Public Works and Planning

By Steve White
Steven E. White, Director

Digitally signed by Steve White
Date: 2026.05.28 13:25:10 -07'00'

Dated _____

Appendix A

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

1. **Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Non-discrimination in Federally assisted programs of the U.S. Department of Transportation, Federal Highway Administration, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Non-discrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to 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 or the Federal Highway Administration to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or the Federal Highway Administration, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the Non-discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the Federal Highway Administration may determine to be appropriate, including, but not limited to:
 - a. withholding payments to the contractor under the contract until the contractor complies; and/or
 - b. cancelling, terminating, or suspending a contract, in whole or in part.
6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement

as the Recipient or the Federal Highway Administration may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

Appendix B

CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance 4:

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the County of Fresno will accept title to the lands and maintain the project constructed thereon in accordance with Title 23, U.S.C, the Regulations for the Administration of Title VI Program, and the policies and procedures prescribed by the Federal Highway Administration of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, 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 County of Fresno the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part hereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto the County of Fresno and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the County of Fresno, its successors and assigns.

The County of Fresno, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]* (2) that the County of Fresno will use the 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, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended [, and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the County of Fresno 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].*

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

Appendix C

CLAUSES FOR TRANSFER OF REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the County of Fresno pursuant to the provisions of Assurance 7(a):

- A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that:
 - 1. In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.
- B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Non-discrimination covenants, the County of Fresno will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.*
- C. With respect to a deed, in the event of breach of any of the above Non-discrimination covenants, the County of Fresno will have the right to enter or re-enter the lands and facilities thereon, and the above-described lands and facilities will thereupon revert to and vest in and become the absolute property of the County of Fresno and its assigns.*

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

Appendix D

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

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by the County of Fresno pursuant to the provisions of Assurance 7(b):

- A. The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, "as a covenant running with the land") that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.
- B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Non- discrimination covenants, the County of Fresno will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.*
- C. With respect to deeds, in the event of breach of any of the above Non-discrimination covenants, said land and the facilities thereon will thereupon revert to and vest in and become the absolute property of the County of Fresno and its assigns. *

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

Appendix E

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

Pertinent Non-Discrimination Authorities:

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

Attachment B – Complaint Procedures – Procedimientos de Quejas

The complaint procedures are available on PWP's website and cover the following:

- Title VI of the Civil Rights Act of 1964
- Section 504 of the Rehabilitation Act of 1973
- Civil Rights Restoration Act of 1973
- Civil Rights Restoration Act of 1987
- Americans with Disabilities Act of 1990

Any person, specific class of persons or entity that believes they have been subjected to discrimination as prohibited by the legal provisions of Title VI on the basis of race, color, or national origin status may file a formal complaint with the PWP Title VI Coordinator. A copy of the Complaint Form is available on PWP's website and may be accessed electronically at: [Public Works and Planning - County of Fresno](#).

Title VI Complaint Reporting

The complaint must be filed within 180 days of the alleged discrimination and include the date the alleged discrimination became known to the complainant or the last date of the incident.

The complaint must be written and signed by the complainant and shall include:

- The Complainant(s) name, address, and phone number;
- A detailed description of the alleged incident that led the complainant to believe discrimination occurred;
- The date of the alleged act of discrimination, the date when the complainant(s) became aware of the alleged discrimination, the last date of the conduct or the date or the date the conduct was discontinued;
- The names and job titles of those parties involved in the complaint;
- The facts and circumstances surrounding the alleged discrimination and the basis of the complaint (i.e., race, color, national origin, sex, age, disability, income status or retaliation);
- Names and contact information of persons whom the investigator can contact for additional information to support or clarify the allegations; and
- The corrective action being sought by the complainant.

Complaints may be filed by one of the following methods:

- By completing and signing the Complaint Form and delivering it in person or by mail;
- By emailing or faxing the Complaint Form and sending the signed original to the Title VI Coordinator; and
- For the disabled, by calling the Title VI Coordinator where information obtained will be used to complete the Complaint Form and, subsequently, forwarded to the complainant for review, signature, and return.

- Upon receipt of a completed complaint, the Title VI Coordinator will determine jurisdiction, acceptability or need for additional information and, within five days, acknowledge receipt of the complaint and the intended course of action.
- Caltrans has sole authority for and will adjudicate all complaints filed against Caltrans sub-recipients;
- Complaints against PWP in USDOT funded programs will be referred to Caltrans and/or USDOT for processing; and
- Complaints under all other federally funded programs fall under Caltrans' authority and jurisdiction.

For acceptance, a complaint must be:

- Timely filed;
- Involve a covered basis (i.e., race, color, or national origin); and Complaints may be dismissed if the complainant:
- Requests the withdrawal of the complaint;
- Fails to respond to repeated requests for additional information;
- Fails to cooperate in the investigation; or
- Cannot be located after reasonable attempts to reach the complainant have been made.

Complaints that fall under the jurisdiction of USDOT – Caltrans Civil Rights Officer, will forward a copy of the complaint and preliminary finding to USDOT-HCR within 60 days. Once USDOT-HCR issues its final decision, it will notify Caltrans and, Caltrans will notify all parties involved.

All allegations of discrimination will be taken seriously, and every effort will be made to provide a fair and unbiased determination. In instances where there is dissatisfaction with Caltrans' determination, the complainant may file a complaint directly with the appropriate USDOT modality:

- US Department of Transportation, Federal Highway Administration, California Division
650 Capitol Mall, Ste. 4-100, Sacramento, CA 95814;
- US Department of Transportation, Federal Highway Administration, Office of Civil Rights
1200 New Jersey Ave. SE, Washington, DC 20590;
- US Department of Transportation, Federal Transit Administration FTA Office of Civil Rights, 1200 New Jersey Ave. SE, Washington, DC 20590

Los procedimientos de queja están disponibles en el sitio web del Condado de Fresno y cubren lo siguiente:

- Título VI de la Ley de Derechos Civiles de 1964
- Artículo 504 de la Ley de rehabilitación de 1973
- Ley de restauración de los derechos civiles de 1973
- Ley de restauración de los derechos civiles de 1987
- Ley de Estadounidenses con Discapacidades de 1990
- Orden Ejecutiva 12898
- Orden Ejecutiva 13166

Cualquier persona, clase específica de personas o entidad que crea que han sido objeto de discriminación según lo prohibido por las disposiciones legales del Título VI sobre la base de la raza, el color o el estado de origen nacional pueden presentar una queja formal ante el Departamento de Obras Públicas del Condado de Fresno, El Coordinador del Título VI. Una copia del Formulario de Queja está disponible en el sitio web del Condado de Fresno y se puede acceder electrónicamente a: [Public Works and Planning - County of Fresno](#).

Título VI Presentación de informes de quejas

La denuncia debe presentarse dentro de los 180 días siguientes a la presunta discriminación e incluir la fecha en que el denunciante conoció la presunta discriminación o la última fecha del incidente.

La queja debe ser escrita y firmada por el denunciante e incluirá:

El nombre, la dirección y el número de teléfono del reclamante;

Una descripción detallada del supuesto incidente que llevó al autor a creer que se había producido discriminación;

La fecha del presunto acto de discriminación, la fecha en que el denunciante o denunciantes conocieron la presunta discriminación, la última fecha de la conducta o la fecha o la fecha en que se suspendió la conducta;

Los nombres y cargos de las partes involucradas en la queja;

Los hechos y circunstancias que rodean la supuesta discriminación y el fundamento de la queja (es decir, raza, color, origen nacional, sexo, edad, discapacidad, estado de ingresos o represalias);

Nombres e información de contacto de las personas con las que el investigador puede ponerse en contacto para obtener información adicional que respalde o aclare las acusaciones; y

Las medidas correctivas solicitadas por el demandante. Las quejas pueden ser presentadas por uno de los siguientes métodos:

- Completando y firmando el Formulario de Queja y entregándolo en persona o por correo;

- Enviando por correo electrónico o fax el formulario de queja y enviando el original firmado al Coordinador del Título VI; y
- Para los discapacitados, llamando al Coordinador del Título VI, donde la información obtenida se utilizará para completar el Formulario de queja y, posteriormente, se enviará al reclamante para su revisión, firma y devolución.

Al recibir una queja completa, el Coordinador del Título VI determinará la jurisdicción, aceptabilidad o necesidad de información adicional y, dentro de los cinco días, acusará recibo de la queja y el curso de acción previsto.

- Caltrans tiene la autoridad exclusiva y adjudicará todas las quejas presentadas contra los sub-destinatarios de Caltrans;
- Las quejas contra el Condado de Fresno en los programas financiados por USDOT se remitirán a Caltrans y / o USDOT para su procesamiento; y
- Las quejas bajo todos los demás programas financiados por el gobierno federal caen bajo la autoridad y jurisdicción de Caltrans.

Para la aceptación, una queja debe ser:

- Presentado oportunamente;
- Involucrar una base cubierta (es decir, raza, color u origen nacional); y

Las reclamaciones pueden ser desestimadas si el demandante:

Solicita el retiro de la queja;

- No responde a las repetidas solicitudes de información adicional;
- No coopere en la investigación, o
- No se puede localizar después de que se hayan hecho intentos razonables de llegar al demandante.

Las quejas que caen bajo la jurisdicción de USDOT – Caltrans Civil Rights Officer, enviarán una copia de la queja y el hallazgo preliminar a USDOT-HCR dentro de los 60 días. Una vez que USDOT-HCR emita su decisión final, notificará a Caltrans y Caltrans notificará a todas las partes involucradas.

Todas las acusaciones de discriminación se tomarán en serio y se hará todo lo posible por proporcionar una determinación justa e imparcial. En los casos en que haya insatisfacción con la determinación de Caltrans, el reclamante puede presentar una queja directamente con la modalidad USDOT apropiada:

Departamento de transporte de los E.E.U.U., administración federal de la carretera, alameda del capitolio de la división 650 de California, Ste. 4-100, Sacramento, CA 95814;

- US Department of Transportation, Federal Highway Administration, Office of Civil Rights
1200 New Jersey Ave. SE, Washington, DC 20590;

- Departamento de los E.E.U.U. del transporte, oficina federal del TLC de la administración de tránsito de las derechas civiles, avenida de 1200 New Jersey. SE, Washington, DC 20590

Attachment C – PWP Title VI Complaint Form – English/Espanol

Title VI Complaint Form

Title VI of the Civil Rights Act of 1964 states “No person in the United States of America shall, on the ground of race, color or national origin, be excluded from, participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.”

Please provide the following information necessary in order to process your complaint. Assistance is available upon request. Complete this form and mail, deliver or email to:

Department of Public Works and Planning
Attn: Title VI Coordinator
2220 Tulare Street, 6th Floor
Fresno CA 93721

TitleVI@fresnocountyca.gov

1. Complainant's Name: _____
2. Address: _____
3. City: _____ State: _____ Zip Code: _____
4. Telephone No. (Home): _____ (Work): _____
5. Person discriminated against (if other than complainant)
Name: _____
Address: _____
City: _____ State: _____ Zip Code: _____
6. What was the discrimination based on? (Check all that apply)

☐ Race/Color	☐ Low Income	☐ Disability
☐ National Origin	☐ Gender	☐ Limited English Proficiency
7. Date of incident resulting in discrimination: _____
8. Describe how you were discriminated against. What happened and who was responsible?
For additional space, attach additional sheets as needed.
9. What County of Fresno representative(s) is the person alleging was/were involved?
10. Where did the incident take place? Please provide location, name, etc.

Title VI Complaint

11. Witnesses? Please provide their contact information.

Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Telephone Numbers: (Home) _____ (Work): _____

Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Telephone Numbers: (Home) _____ (Work): _____

Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Telephone Numbers: (Home) _____ (Work): _____

12. Did you file this complaint with another federal, state, or local agency; or with a federal or state court? (Check the appropriate space) ☐ Yes ☐ No

If answer is yes, check each agency complaint was filed with:

☐ Federal Agency

☐ Federal Court

☐ State Agency

☐ State Court

☐ Local Agency

☐ Other

13. Provide the contact person information for the agency you also filed the complaint with:

Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Date Filed: _____

Sign the complaint in the space below. Attach any documents you believe supports your complaint.

Complainant's Signature

Signature Date

El Titulo VI del Acta de Derechos Civiles de 1964 establece que: "Ninguna persona en los Estados Unidos de America debe ser excluida de cualquier programa o actividad que recibe ayuda financiera federal, por motivos de raza, color o nacionalidad de origen. No debe ser excluido de la participación en, ser negado los beneficios de, o ser sujeto a discriminación bajo cualquier programa o actividad que reciba asistencia financiera deral."

Si usted cree que ha sido victima de discriminación, llene este formulario con la información necesaria para procesar su queja. Si es necesario, puede pedir ayuda para llenarlo. Cuando este listo, entreguelo o envíelo a la siguiente dirección:

Department of Public Works and Planning
Attn: Title VI Coordinator
2220 Tulare Street, 6th Floor
Fresno CA 93721

TitleVI@fresnocountyca.gov

1. Nombre de la persona afectada: _____
2. Dirección: _____
3. Ciudad: _____ Estado: _____ Código Postal: _____
4. Telefono (Casa): _____ (Trabajo): _____
5. Persona que llenó el formulario (si es diferente a la persona afectada) Puede utilizar paginas adicionales si es necesario:
Nombre: _____
Dirección: _____
Ciudad: _____ Estado: _____ Código Postal: _____
6. En que esta basada la discriminación (marque todos los que aplican)

☐ Raza/Color	☐ Ingresos	☐ Discapacidad
☐ Origen Nacional	☐ Sexo	☐ Dominio Limitado del Inglés
7. Fecha en que ocurrio la discriminación: _____
8. Describe como fue discriminado. Que pasó, y quien fue responsable?
Puede utilizar paginas adicionales si es necesario.
9. Que representante(s) de el Condado de Fresno supuestamente cree que es culpable?
10. Cuando ocurrio el incidente? Provea el lugar, el nombre, etc.

Formulario de Queja Titulo VI

11. Testigos? Provea su información.

Nombre: _____

Dirección: _____

Ciudad: _____ Estado: _____ Código Postal: _____

Telefono (Casa): _____ (Trabajo): _____

Nombre: _____

Dirección: _____

Ciudad: _____ Estado: _____ Código Postal: _____

Telefono (Casa): _____ (Trabajo): _____

Nombre: _____

Dirección: _____

Ciudad: _____ Estado: _____ Código Postal: _____

Telefono (Casa): _____ (Trabajo): _____

12. Presentó esta queja con otra agencia estatal o federal; o con una corte federal o estatal? (Marque una respuesta) ☐ Si ☐ No

Si la respuesta es "si" marque cada agencia donde presento su queja:

☐ Agencia Federal

☐ Corte Federal

☐ Agencia Estatal

☐ Corte Estatal

☐ Agencia Local

☐ Otro

13. Provea la información del contacto de la agencia donde presentó la queja:

Nombre: _____

Dirección: _____

Ciudad: _____ Estado: _____ Código Postal: _____

Fecha Archivado: _____

Firme en el espacio abajo. Incluya documentos que usted cree apoyan su caso.

Firma

Fecha

Attachment D – Notice to Beneficiaries – Aviso a los Beneficiarios

PWP'S NONDISCRIMINATION NOTICE TO THE PUBLIC

Fresno County Department of Public Works and Planning (PWP) hereby gives public notice that it is PWP's policy to assure full compliance with Title VI of the Civil Rights Act of 1964 in all of its programs and activities.

Additionally, PWP is committed to ensuring compliance with associated regulations, statutes, and executive orders, including, but not limited to: the Federal Highway Act of 1973 (Sex), the Age Discrimination Act of 1975 (Age), the Americans with Disabilities Act of 1990 (ADA), Section 504 of the Rehabilitation Act of 1973 (Disability) and other related authorities, in all of its programs and activities. PWP's Title VI Programs require that no person shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity. Any person who believes his/her Title VI rights have been violated may file a complaint. Any such complaint must be in writing and filed with the PWP's Title VI Coordinator within one hundred eighty (180) days following the date of the alleged discriminatory occurrence. For additional information about PWP's Civil Rights programs and the procedures to file a complaint contact the Title VI Coordinator via the information listed below:

Salvador Espino, PWP Title VI Coordinator

2220 Tulare St. 6th Floor

Fresno CA, 93721

(559) 600-7733

TitleVI@fresnocountyca.gov

PWP'S AVISO DE NODISCRIMINATION AL PUBLIC

Por la presente, el Condado de Fresno da aviso público de que es política del Condado de Fresno asegurar el pleno cumplimiento del Título VI de la Ley de Derechos Civiles de 1964 en todos sus programas y actividades. Además, el Condado de Fresno se compromete a garantizar el cumplimiento de las regulaciones, estatutos y órdenes ejecutivas asociadas, incluidas, entre otras: la Ley Federal de Carreteras de 1973 (Sexo), la Ley de Discriminación por Edad de 1975 (Edad), la Ley de Estadounidenses con Discapacidades de 1990 (ADA), la Sección 504 de la Ley de Rehabilitación de 1973 (Discapacidad) y otras autoridades relacionadas, en todos sus programas y actividades. Los Programas del Título VI del Condado de Fresno requieren que ninguna persona, por motivos de raza, color u origen nacional, sea excluida de la participación, se le nieguen los beneficios o sea objeto de discriminación bajo cualquier programa o actividad. Cualquier persona que crea que sus derechos del Título VI han sido violados, puede presentar una queja. Cualquier queja de este tipo debe ser por escrito y presentada con Título VI Coordinador/a del Condado de Fresno dentro de los ciento ochenta (180) días siguientes a la fecha del presunto hecho discriminatorio. Para obtener información adicional sobre los programas de Derechos Civiles del Condado de Fresno y los

procedimientos para presentar una queja, comuníquese con el Coordinador del Título VI a través de la información que se enumera a continuación:

Salvador Espino, PWP Title VI Coordinator

2220 Tulare St. 6th Floor

Fresno CA, 93721

(559) 600-7733

TitleVI@fresnocountyca.gov

Attachment E – Four Factor Analysis Data

Table 1: Languages Spoken by Fresno County Residents

<i>Language Spoken</i>	<i>Group Population</i>	<i>Group's Percentage of Population</i>	<i>Portion of Group That Speaks English 'Very Well'</i>	<i>Portion of Group That Does Not Speak English 'Very Well'</i>
<i>English Only</i>			540,056 (100%)	0 (0%)
<i>Spanish</i>	307,900	32.5%	197,086 (64.0%)	110,814 (36.0%)
<i>Other Indo-European Languages</i>	37,837	4.0%	25,846 (63.3%)	11,991 (31.7%)
<i>Asian and Pacific Island Languages</i>	53,989	5.7%	28,863 (53.5%)	25,126 (46.5%)
<i>Other Languages</i>	7,200	0.8%	4,550 (63.2%)	2,650 (36.8%)
<i>Total Population Above 5 Years</i>	946,982	100%	796,401 (84.1%)	150,581 (15.9%)

Source: US Census: American Community Survey 2018-2023 5-Year Estimate
[Census Bureau Tables](#)

Attachment – F Review of Directives Log

Month of _____'s Review of Policy & Directives			
Directive/Policy Title		Action Taken	Reviewers Initials

Attachment G – Title VI Investigations, Complaints, & Lawsuits Log

TITLE VI COMPLAINT LOG
YEAR_____

CASE NO	COMPLAINANT	RESPONDENT	AGENCY FILED WITH	DATE FILED	BASIS	DATE OF REPORT	DECISION

Attachment H – General Complaint From – Formulario General de Reclamacion

Department of Public Works and Planning is committed to extending nondiscrimination requirements to include associated nondiscrimination regulations including but not limited to the Federal Highway Act of 1973 (Sex), the Age Discrimination Act of 1975 (Age), the Americans with Disabilities Act of 1990 (ADA), Section 504 of the Rehabilitation Act of 1973 (Disability).

Please provide the following information necessary in order to process your complaint. Assistance is available upon request. Complete this form and mail or deliver to PWP Title VI Coordinator, 2220 Tulare St., 6th Floor, Fresno, CA 93721.

Complainant Name:		
Street Address:		
City:	State:	Zip Code:
Phone (home):	Phone (cell or other):	

You were discriminated against because of:

_____ Sex

_____ Age

_____ Disability

_____ Other (Please list)

Date of Incident _____

Time of Incident _____

Person discriminated against (if someone other than complainant):

Complainant Name:		
Street Address:		
City:	State:	Zip Code:
Phone (home):	Phone (cell or other):	

Have you filed this complaint with any other federal, state, or local agency or with any federal or state court? Yes____ No____

If yes, check all that apply and provide name of agency and contact information:

☐	Federal Agency:	Contact:
Contact's Phone:		Contact's Email:
☐	Federal Court:	Contact:
Contact's Phone:		Contact's Email:
☐	State Agency:	Contact:
Contact's Phone:		Contact's Email:
☐	State Court:	Contact:
Contact's Phone:		Contact's Email:
☐	Local Agency:	Contact:
Contact's Phone:		Contact's Email:
☐	Other:	Contact:
Contact's Phone:		Contact's Email:

Have you filed a lawsuit regarding this complaint? Yes____ No____

[illegible]

Signature:	Date:
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PWP Title VI Coordinator
Salvador Espino
2220 Tulare St., 6th Floor
Fresno, CA 93721
TitleVI@fresnocountyca.gov

Date Received:	By Whom:
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Departamento de Obras Públicas se compromete a extender los requisitos de no discriminación para incluir regulaciones asociadas de no discriminación, incluyendo, pero no limitado a la Ley Federal de Carreteras de 1973 (Sexo), la Ley de Discriminación por Edad de 1975 (Edad), la Ley de Estadounidenses con Discapacidades de 1990 (ADA), la Sección 504 de la Ley de Rehabilitación de 1973 (Discapacidad), la Orden Ejecutiva 13166.

Por favor, proporcione la siguiente información necesaria para procesar su queja. La asistencia está disponible bajo petición. Complete este formulario y envíelo por correo o entréguelo a la División de Carreteras del Condado de Fresno, PWP Title VI Coordinator, 2220 Tulare St., 6th Floor, Fresno, CA 93721.

Nombre del denunciante:		
Dirección:		
ciudad:	estado:	Código Postal:
Teléfono (inicio):	Teléfono (celular u otro):	

Usted fue discriminado debido a:

- ☐ sexo
☐ edad
☐ discapacidad
☐ Otros (Lista)

Fecha del incidente _____

Hora del incidente _____

Persona discriminada (si es alguien que no sea el denunciante):

Nombre del denunciante:		
Dirección:		
ciudad:	estado:	Código Postal:
Teléfono (inicio):	Teléfono (celular u otro):	

¿Ha presentado esta queja ante cualquier otra agencia federal, estatal o local o con cualquier agencia federal o estatal?

¿tribunal? Sí _____ No _____

En caso afirmativo, verifique todo lo que se aplique y proporcione el nombre de la agencia y la información de contacto:

☐	Agencia Federal:	contacto:
Teléfono del contacto:		Correo electrónico del contacto:
☐	Tribunal Federal:	contacto:
Teléfono del contacto:		Correo electrónico del contacto:
☐	Agencia Estatal:	contacto:
Teléfono del contacto:		Correo electrónico del contacto:
☐	Tribunal Estatal:	contacto:
Teléfono del contacto:		Correo electrónico del contacto:
☐	Agencia Local:	contacto:
Teléfono del contacto:		Correo electrónico del contacto:
☐	Otro:	contacto:
Teléfono del contacto:		Correo electrónico del contacto:

En sus propias palabras, describa la supuesta discriminación. Explique lo que sucedió y quién cree que fue el responsable. Debe incluir detalles específicos como nombres, fechas, horas, números de ruta, testigos y cualquier otra información que nos ayude en nuestra investigación de las acusaciones. Sírvase proporcionar cualquier otra documentación que sea pertinente para esta queja.

[illegible]

11

firma:	fecha:
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PWP Title VI Coordinator
2220 Tulare St., 6th Floor
Fresno, CA 93721
TitleVI@fresnocountyca.gov

fecha recibida:	Por quién:
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Attachment I – Annual Goals & Accomplishments Report

The Title VI Coordinator tracks activities in the Title VI Program and provides it to Caltrans annually. While these reports are not generally posted on the PWP website, they are public records and available upon request. The annual report is meant to be a reflection of the program, including its performance, any identified challenges, and reasonable goals for the upcoming year. This means report content may vary from year to year. Nevertheless, the report will contain at a minimum;

- Any changes to policy statements or procedures;
- Any changes to organizational structure or staffing;
- A summary of monitoring or reviews conducted with associated outcomes or conclusions;
- A list of Title VI complaints, including the bases, investigation status, and disposition;
- A summary of accomplishments in each program area, as applicable; and
- A list of all Civil Rights/Title VI education and or training; the type of training; dates; and the number in attendance.

The 2025 assessment revealed that PWP needs to continue to focus on fostering communication between program management and informing and educating its staff regarding Title VI responsibilities and engage its internal interdisciplinary team more frequently to ensure PWP is accurately documenting its Title VI compliance efforts. These improvements of the Title VI program are PWP's top goals for 2026 and 2027.

2025 Summary of Accomplishments & 2026 Goals

Plan Elements

In 2025, plan elements were reviewed, and deficiencies were found in the following areas:

1. Title VI Implementation Plan

PWP needed to complete a Title VI Plan have it be adopted by the Fresno County Board of Supervisors.

2. Title VI Coordinator

Designated a Title VI Coordinator whose responsibilities include but are not limited to (1) assisting program personnel to correct Title VI problems or discriminatory practices or policies found through self-monitoring and review activities, (2) Ensuring that Title VI requirements are included in policy directives and that the procedures used have built in safeguards to prevent discrimination, (3) Efforts to coordinate the development and implementation of a Title VI and related statutes training program, and (4) Developing Title VI information for public dissemination, and where appropriate, in languages other than English.

PWP designated Salvador Espino as the Title VI Coordinator, and she/he is the responsible party for ensuring the implementation of the Title VI Program Plan.

Goals for FY 2026:

- Adopt and monitor the Title VI Program Plan and ensure full implementation.

3. Dissemination of Title VI Information to the Public

For FY 2025 PWP displayed information informing the public of their rights under Title VI and its related statutes in highly visible locations and made available online in multiple languages to reflect the LEP population.

Goals for FY 2026

- Develop and distribute Title VI information, i.e., posters and brochures, and posting such information in an easily identifiable location at PWP public locations, as well as on PWP website.

4. Title VI Complaint Procedures

For FY 2025 PWP did not have procedures for processing and resolving Title VI complaints. The procedures for processing and resolving Title VI complaints were developed and included as part of the revised 2026 Implementation Plan. PWP did not have any complaints reported during this reporting period.

Goals for FY 2026

- Continue to develop, monitor, and update all areas of the Title VI Plan including the Complaint Procedures process. Per FHWA guidance, all complaints received will be forwarded to Caltrans or FHWA for investigation.

5. Data Collection Procedures

For FY 2025 PWP did not have a procedure for Data Collection. PWP developed procedures and guidelines per Federal-aid program requirements.

Goals for FY 2026

- Continue to collect, analyze, and maintain gathered data on required public meetings, relocatees, appraisers, affected populations, and participants.

6. Title VI Training

For FY 2025 PWP did not have a Title VI training program for staff and employees that focused on the requirements of Title VI, LEP, and related statutes. PWP is in the process of implementing Title VI training to all staff.

Goals for FY 2026

- To provide Title VI training for all employees and managers/supervisors and newly hired or promoted employees within six months.

Other Program Areas

Limited English Proficiency (LEP)

PWP received no requests for language services in this reporting period. PWP will continue to train front-line staff (those who answer phones, staff customer service areas, and sit at reception desks), in tracking and responding to requests for language services.

Public Involvement

- Public involvement materials including meeting notices, project flyers, and other similar documents are available at public meetings;
- Utilization of media outlets and other networks to ensure access to traditionally underserved and limited English proficient customers;
- Ensuring that meetings, hearings, and other public involvement events are held in accessible locations and at times to garner the best representation of the impacted community; and
- Collecting questions, concerns, comments, or complaints from the public, ensuring they are appropriately addressed and forwarding potential discrimination concerns to the appropriate official.

Complaints

PWP has not received any Title VI Complaints or lawsuits during the reporting period.