

Bernalillo County
Federally Funded
Transportation Program



Title VI Plan

Updated January 13, 2017

Title VI Agency Administrator:
Julie Morgas Baca
Bernalillo County Manager

Title VI Coordinator:
Robert Kidd
Bernalillo County Compliance Officer

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I. INTRODUCTION

Bernalillo County is the recipient of federal funding from the United States Department of Transportation. Recipients of federal funding must comply with the requirements of Title VI of the Civil Rights Act of 1964 and related nondiscrimination statutes, regulations and authorities. The purpose of this Title IV Plan is not only to demonstrate how discrimination is prevented, but also, how to ensure nondiscrimination through policies, procedures and periodic program reviews.

This Title VI Plan includes the policies, procedures and practices Bernalillo County uses to comply with nondiscriminatory requirements. This plan is updated by Bernalillo County's Title VI Coordinator to reflect Title VI program's revisions. Persons wanting to provide input and feedback regarding Bernalillo County's Title VI Plan are encouraged to contact Bernalillo County's Title VI Coordinator at Compliance@bernco.gov or (505) 468-1382. Written feedback may be sent to: Title VI Coordinator, Bernalillo County Compliance Office, 415 Tijeras Ave. NW, Albuquerque, N.M. 87102.

II. POLICY STATEMENT, DEFINITIONS & AUTHORITIES

A. Title VI Policy Statement

Bernalillo County is committed to compliance with Title VI of the Civil Rights Act of 1964, 49 CFR, part 2, and all related regulations and directives. It is the policy of Bernalillo County to ensure that no person shall on grounds of race, color, national origin, sex, age or disability be excluded from participation in, be denied the benefits of, or otherwise subjected to discrimination under any Bernalillo County program or activity.

B. Environmental Justice/Limited English Proficiency Policy Statement

Bernalillo County is also committed to assure every effort will be made to prevent the discrimination of low-income and minority populations as a result of any impact of its programs or activities in accordance with Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and in Low-Income Populations. In addition, Bernalillo County also assures every effort will be made to provide meaningful access to persons who have a limited ability to read, speak, write or understand English, in accordance with Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency.

C. Definition of Federal Financial Assistance and Recipients Affected

Federal financial assistance is defined as any federal dollars that are assigned to Bernalillo County to support any program and activity, by way of grant, loan or contract, other than a contract of insurance or guaranty.

D. Specific Forms of Discrimination Prohibited

Bernalillo County is committed to preventing discrimination in the following areas, but is not limited to these areas:

- 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 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 related to a highway, infrastructure or facility built or repaired in whole or in part with federal funds.
- Discrimination in any employment resulting from a program, the primary purpose of which is to provide employment.

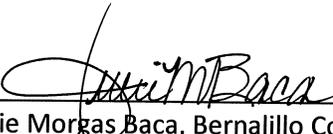
E. Bernalillo County Programs and Services covered by Title VI

Bernalillo County Title VI Plan applies, to the extent provided by law, Bernalillo County programs, activities and services, regardless of funding source. Some sections deal with specific requirements (e.g. FTA funded programs).

F. 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);
- Federal-Aid Highway Act of 1973 (23 U.S.C. §324 et seq.), (prohibits discrimination on the basis of sex);
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.) as amended, (prohibits discrimination on the basis of disability);
- Americans with Disabilities Act of 1990, as amended, (42 U.S.C. § 12101 et seq.), (prohibits discrimination on the basis of disability);
- The Uniform Relocation Assistance and Real Property Acquisitions Policies Act of 1970, as amended, 42 U.S.C. § 4601;
- The National Environmental Policy Act of 1969, 42 U.S.C. § 4321;
- 49 C.F.R. Part 21 (entitled Nondiscrimination In Federally-Assisted Programs Of The Department of Transportation-Effectuation of Title VI Of The Civil Rights Act of 1964);
- 49 C.F.R. Part 27 (entitled *Nondiscrimination On The Basis Of Disability In Programs Or Activities Receiving Federal Financial Assistance*);
- 49 C.F.R. Part 28 (entitled *Enforcement Of Nondiscrimination On the Basis Of Handicap In Program Or Activities Conducted By The Department Of Transportation*);
- 49 C.F.R. Part 37 (entitled *Transportation Services For Individuals With Disabilities (ADA)*);

- 23 C.F.R. Part 200 (FHWA's Title VI/Nondiscrimination Regulation);
- 28 C.F.R. Part 35 (entitled *Discrimination On The Basis Of Disability In State And Local Government Services*);
- 28 C.F.R. Part 50.3 (Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964).

By: 
Julie Morgas Baca, Bernalillo County Manager
Bernalillo County Title VI Agency Administrator

Date: 1-10-17

III. PUBLIC PARTICIPATION PLAN (PPP)

Bernalillo County identifies low-income, minority and Limited English Proficiency (LEP) populations primarily through community liaisons and direct community interaction. Communications staff as well as other staff develop and maintain connections with community members and organizations. In addition, Census and American Community Survey data are reviewed to ensure all populations are identified.

Communication with low-income, minority and LEP populations is done through the Bernalillo County website, social media, public meetings, postal mailings, email, Office of Neighborhood Coordination monthly newsletter, newspaper advertisements, radio advertisements, billboards, and electronic message display boards (indoor and outdoor). In order to reduce barriers for participation in the decision making process, when possible, public meetings are held in locations that are convenient to low-income and moderate income neighborhoods and accessible to disabled populations. Upon request and as appropriate, special accommodations are made at public meetings due to disability or limited English proficiency.

As appropriate, written and verbal information is provided in Spanish and other languages.

Bernalillo County considers input to ensure Environmental Justice (EJ) principles are met. These principles are:

- To avoid, minimize, or mitigate, disproportionately high and adverse human health and environmental effects, including social and economic effects on low-income, minority, and LEP populations.
- To ensure full and fair participation by all potentially affected communities in the transportation decision-making process.
- To prevent the denial of, reduction in, or significant delay in the receipt by low-income, minority and LEP populations.

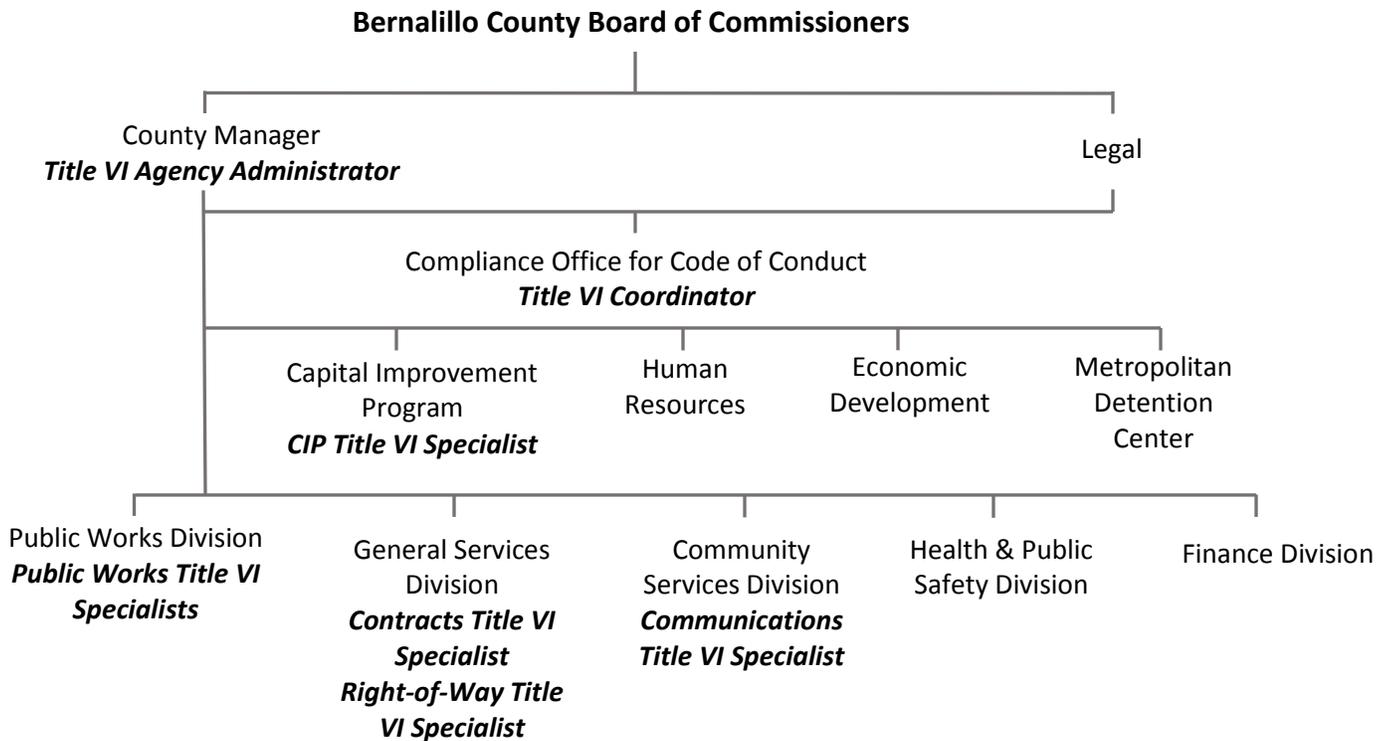
These EJ principles are considered at all levels of development from planning and funding to design, construction, operation and maintenance. This includes public outreach (via community meetings, in person, by telephone or other means) conducted during environmental reviews required by the National Environmental Policy Act (NEPA).

Finally, for all Bernalillo County projects, a Bernalillo County staff member is identified as the point of contact. This staff member's direct contact information is provided to the public.

IV. ORGANIZATION AND STAFFING RESPONSIBILITIES

A. Organizational Chart

Bernalillo County Title VI Organizational Chart



B. Staffing Responsibilities

1. Title VI Coordinator

The Bernalillo County Title VI Coordinator is the county's Compliance Officer. The Compliance Officer has other duties and responsibilities in addition to Title VI. This position has direct access to the County Manager.

The Title VI Coordinator is responsible for coordinating the overall administration of the Title VI Program. See [Section VII – Title VI Program Management Procedures](#) for an overall description of the Title VI Program.

2. Title VI Specialists

Bernalillo County has designated Title VI Specialists to assist the Title VI Coordinator.

Title VI Specialists work with the Title VI Coordinator to:

- a) Ensure their respective divisions, sections and programs comply with Title VI regulations.
- b) Review procedures, policies and plans in their primary program area to ensure nondiscrimination. (see [Section IV - Primary Program Area & Review Procedures](#))
- c) Notify the public about Bernalillo County's Title VI responsibilities.
- d) Ensure that public input is gathered and used from low-income, minority, and Limited English Proficiency populations for decisions related to transportation investments that affect these populations.
- e) Obtain data on race, color, age, national origin, disability, and Limited English Proficiency to ensure that appropriate public outreach is conducted to reach these communities.
- f) Ensure applicable Title VI provisions, assurances and requirements are included in agreements with recipients and sub-recipients under federally funded programs.
- g) Ascertain Title VI compliance by contractors and other recipients and sub-recipients under federally funded programs.
- h) Assist in providing training opportunities for applicable staff and sub recipients.

See [Appendix B](#) for a list of Title VI Specialists and their special emphasis program areas.

V. PRIMARY PROGRAM AREA & REVIEW PROCEDURES

Bernalillo County engages in the following program areas.

A. County Manager Office

1. Capital Improvement Program (CIP) Planning

Capital improvement planning includes the long-range (up to 10 years) planning for accumulating capital funding from an array of funding sources for new facilities or redeveloping existing facilities that are undertaken by the:

- Public Works Division and their respective responsibilities for roads, trails, bicycle and pedestrian facilities, utilities, storm drainage facilities, county offices and buildings;
- Parks and Recreation Department and their responsibility for Open Space, and recreational and community center facilities;
- Public Safety Division and their responsibility for law enforcement, fire, and animal control facilities;

CIP Planning - Title VI Nondiscrimination Concerns and Responsibilities

- Provides a summary of proposed capital improvements that factors demographic data in the project area from the U.S. Census, American Community Survey and other sources to ensure nondiscrimination.
- CIP technical evaluations for certain project types factors demographic information (e.g. households served within a defined radius of the project site) as part of technical evaluation criteria.
- Work closely with Communications Section staff to ensure advertising directed at and meaningful access for the public, both in person and at public meetings, and on-line, are available as part of biennial Capital Improvement Plan public meetings. Procure the services of a qualified interpreter for simultaneous Spanish-to-English interpretation for all Capital Improvement Plan public meetings that are held in the spring of even-numbered years as part of updating Bernalillo County's biennial six-year Capital Improvement Plan.

CIP - Review Procedures

Bernalillo County Code of Ordinances Article IV Finance

B. Public Works Division

1. Technical Planning Services

Technical Planning Services evaluates traffic impacts for new or expanding developments and updates transportation related plans including the Americans with Disabilities Act (ADA) Transition Plan. Plan updates involve input from various county departments, local jurisdictions and organizations, citizen groups and private individuals.

Technical Planning Services - Title VI Nondiscrimination Concerns and Responsibilities

- Work closely with other sections to ensure the implementation of the ADA Transition Plan within the public right-of-way.
- Work closely with Communications Section staff to ensure meaningful access to information and public outreach processes.

Technical Planning Services – Review Procedures

Bernalillo County ADA Transition Plan
Pedestrian and Bicycle Safety Action Plan
City of Albuquerque/Bernalillo County Comprehensive Plan
Metropolitan Transportation Plan

2. Environmental (Technical Services)

Bernalillo County Public Works professional staff assist in addressing environmental considerations and regulatory compliance for programs and projects. They work with federal and state regulatory agencies, local governments, tribal governments, special interest groups, consultants, contractors and members of the public in addressing environmental issues, certifications and acquiring environmental permits for infrastructure projects throughout the county.

Environmental - Title VI Nondiscrimination Concerns and Responsibilities

- Evaluate transportation programs or projects for environmental issues and regulatory compliance requirements.
- Work closely with Communications Section staff to ensure meaningful access to information and public outreach processes.
- Hold public meetings to solicit neighborhood concerns, and modify projects as necessary to meet the needs of the surrounding community.

Environmental – Policies and Procedures

National Environmental Policy Act (NEPA)

C. General Services Division

1. Right-of-Way

The Right-of-Way Section performs all due diligence required to conduct real estate transactions, including feasibility studies, environmental, title and appraisal work, and property acquisition. The Right of Way Section provides lease management services, which includes the negotiation and preparation of lease agreements of properties to support county services. The Right-of-Way Section is actively involved with the county's Engineering and Construction Section to obtain properties, easements, and/or temporary construction permits for road, drainage and other county construction projects.

Right-of-Way - Title VI Nondiscrimination Concerns and Responsibilities

- Ensure equal opportunity in all aspects of procuring real estate services contracting and appraisal agreements.
- Follows county vendor procurement policies in the acquisition of contracted services.
- Ensure that appraisal values and communications associated with the appraisal and negotiation operations result in equitable treatment.
- Fulfill Title VI Assurances provided in [Appendix A](#) of this plan.

Right-of-Way – Review Procedures

NMDOT Right-of-Way Handbook

2. Procurement and Business Services

The Procurement and Business Services Department is responsible for the routing and filing of all county contracts and the maintenance of a contracts database. In addition, the department is responsible for ensuring that all contracts are in accordance with state and federal laws, regulations and ordinances.

Contracts - Title VI Nondiscrimination Concerns and Responsibilities

- Fulfill Title VI Assurances provided in [Appendix A](#) of this plan.

Contracts – Review Procedures

Bernalillo County Administrative Resolution No. 2012-17 vests the Procurement and Business Services Department is required to follow the Procurement Code, Chapter 13 of the New Mexico State Statutes (N.M.S.A. Chapter 13).

D. Community Services

1. Communications Services

The Bernalillo County Communication Services Department works with the Board of County Commissioners, other county elected officials, the county manager and all internal departments to develop and implement strategic communications plans that inform the general public about programs and services provided by Bernalillo County.

Communication Services - Title VI Nondiscrimination Concerns and Responsibilities

- Work closely with other departments and staff to ensure meaningful access to information and public outreach processes.
- Planning public meetings in locations that are convenient to low-income and moderate-income neighborhoods and accessible to disabled populations and making special accommodations, upon request, due to disability or limited English proficiency.
- Provide regular and timely updates to Bernalillo County's website.

Communication Services – Review Procedures

Bernalillo County Strategic Communication Plan

VI. TITLE VI COMPLAINT PROCEDURES

A. Overview

These procedures apply to all complaints filed under:

- 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
- Executive Order 12898
- Executive Order 13166

Key definitions for complaint procedures:

Aggrieved Party – a person with a legally recognized interest who claims they were discriminated against.

Complainant – a person who brings forth or makes the Title VI complaint. A complainant does not have to be the same person as the aggrieved party.

Respondent – a person who allegedly did the discriminatory acts or actions and who responds to the complainant, or someone who acts on their behalf to respond to the complainant.

B. Procedures

1. Instructions to Complainant(s)

Any person believing, he or she has been excluded from, denied participation in, denied the benefits of, or otherwise has been subjected to discrimination under any transportation service, program or activity (whether federally funded or not) due to that person's race, color, national origin, gender, age, or disability has the right to file a complaint.

An individual, group of individuals or entity may file a formal Title VI complaint. Complaints must be submitted to the Title VI Coordinator in writing, signed and dated within 180 days from the date of the alleged discrimination or from when the alleged discrimination became known. Please use the Bernalillo County Title VI form and submit it to:

Title VI Coordinator
Bernalillo County Compliance Office
415 Tijeras Ave. NW
Albuquerque, N.M. 87102

Complaint forms are available through the following:

Bernalillo County website: www.BernCo.gov/TitleVI

Email: Compliance@bernco.gov

Telephone: (505) 468-1382

If not using the Bernalillo County Title VI form, the written complaint should include the name, address, phone number and signature of the complainant. The complaint should describe the alleged discriminatory act that violates Title VI in detail.

Federal law prohibits retaliation against individuals because they filed a discrimination complaint or participated in a discrimination investigation. Any alleged retaliation should be reported in writing to the Title VI Coordinator. Please use the Bernalillo County Title VI form.

Bernalillo County encourages all complainants to certify mail that is sent through the U.S. Postal Service to ensure all written correspondence can be tracked easily.

Title VI complaints may also be filed directly with the New Mexico Department of Transportation (NMDOT), United States Department of Transportation (USDOT), and the Federal Highway Administration (FHWA).

2. Complaint Procedures

- a) Bernalillo County will provide, to the maximum extent feasible, appropriate assistance to complainants, including assistance to those persons with disabilities, or to those who are limited in their ability to communicate in English.
- b) The Title VI Coordinator will send the complainant a written notice of receipt of the complaint within ten (10) working days from receipt of the complaint.
- c) Upon receipt of the complaint, the Title VI Coordinator will determine whether Bernalillo County has jurisdiction over the complaint, the acceptability of the complaint, whether additional information is needed, and the Title VI Coordinator may investigate the merit of the complaint.
- d) Upon receipt of the complaint, the Title VI Coordinator may take any of the following actions in regard to investigating the complaint.
 1. The Title VI Coordinator may assign an investigator to investigate the complaint.
 2. The Title VI Coordinator may specify if there is a particular individual(s) that should not investigate the complaint due to conflicts of interest or other reasons.
 3. For complaints involving Bernalillo County employees, the investigation will be conducted with the Bernalillo County Human Resources Division.
 4. For complaints involving sub-recipients of federal funds, the investigation may be conducted with Bernalillo County Finance Division.
 5. The Title VI Coordinator may determine if the complaint should be forwarded to the New Mexico Department of Transportation or the Federal Highway Administration

for investigation. If the complaint is forwarded to one of these agencies, Bernalillo County will provide the name and contact information of the person handling the complaint to the complainant.

- e) In cases where Bernalillo County investigates the complaint, the investigation will address only those issues relevant to the allegations in the complaint. The investigation will include:
 - 1. Interviewing all identified parties and key witnesses involved.
 - 2. Provide the respondent with the opportunity to respond to the allegations made in the complaint. The respondent will have ten (10) working days from receipt of notification to provide a response to the allegations.
 - 3. Finalize and submit to the Title VI Coordinator an investigative report within 60 days of acceptance of the complaint.

- f) A complaint may be dismissed for the following reasons:
 - 1. The complainant requests a withdrawal of the complaint.
 - 2. The complainant fails to respond to repeated requests for additional information to process the complaint.
 - 3. The complainant cannot be located after reasonable attempts.

- g) Bernalillo County will issue a final decision based on the investigative report. Bernalillo County will notify all parties involved about the final decision. Bernalillo County will make every effort to complete this notification within ninety (90) days of receipt of the complaint.

- h) If Bernalillo County conducts the investigation and the complainant or aggrieved party is not satisfied with the outcome, appeals may be made to the New Mexico Department of Transportation or the Federal Highway Administration following their procedures.

- i) The Title VI Coordinator will make every effort to pursue a resolution to the complaint. Every effort will be made to pursue an early resolution at the lowest possible level. The option for informal mediation meeting(s) between the affected parties and the Title VI Coordinator may be utilized for resolution.

See [Appendix C](#) for Title VI Complaint form.

C. Internal Administrative Procedures

Upon receiving a complaint, the Title VI Coordinator or designee will enter the complaint information for tracking and keep record of how it was resolved. Tracking information will include:

- 1. Name and address of person filing the complaint
- 2. Date complaint was submitted
- 3. Basis of the complaint
- 4. Description/disposition of the complaint
- 5. Status of the complaint/resolution to the complaint

VII. TITLE VI PROGRAM MANAGEMENT PROCEDURES

Title VI Coordinator's Responsibilities and Program Administration

As authorized by Bernalillo County, the Title VI Coordinator is responsible for initiating, monitoring and ensuring that Bernalillo County's compliance as follows:

A. Program Administration

Administer the Title VI program and coordinate implementation of the plan. Ensure compliance with the assurances, policy and program objectives. Perform the Title VI program reviews to assess administrative procedures, staffing and resources. Provide recommendations to the County Manager and the Public Works Deputy County Manager.

B. Complaints

Ensure all Title VI complaints occurring with Bernalillo County's Public Works' federal-aid transportation program or its activities are investigated following the county's Title VI Complaint Procedures (see [Section IV – Complaint Procedures](#)). Ensure every effort is made to resolve complaints informally at the lowest level.

C. Data Collection

Review and share data gathered by Title VI Specialists periodically to ensure populations that are low-income, minority, disabled, have limited English proficiency or are of a different national origin are identified. This data collection assists the efforts described in [Section III - Public Participation Plan](#) and with the special emphasis areas described in [Section IV – Primary Program Area & Review Procedures](#).

D. Title VI Plan Update

Review and update the Bernalillo County Federally Funded Transportation Program Title VI Plan as needed or required. Submit updated Plan to NMDOT.

E. Biennial Title VI Report

Prepare the Biennial Bernalillo County Federally Funded Transportation Program Title VI Report and submit it to NMDOT.

F. Public Dissemination

Work with Title VI Specialists and other county staff to develop and disseminate Title VI program information to Bernalillo County Public Works employees, sub-recipients, and the general public. Public dissemination may include postings of official statements, external website postings, and inclusion of Title VI language in contracts and other agreements (see Appendix A – FHWA Assurances for Title VI and Other Nondiscriminatory Statutes). Work with county communications staff to ensure information regarding proposed projects, hearings, or meetings are placed in newspapers, shared with traditional media outlets and through social media outlets, or direct mailings that reach the affected community. Work with communications staff to ensure, when appropriate, written or verbal information is in languages other than English.

G. Training Program

Conduct or facilitate training on Title VI issues, regulations, or data reporting for county employees, including Title VI Specialists.

H. Elimination of Discrimination

Work with Bernalillo County programs and divisions to establish procedures for promptly resolving deficiencies, as needed. Recommend procedures to identify and eliminate discrimination that may be discovered in any county processes. Direct the review of procedures, policies and plans by Title VI specialists of their primary program area to ensure nondiscrimination.

VIII. TITLE VI RELATED TRAINING

Bernalillo County will provide periodic refresher training sessions for senior management and others that may include discussion how Title VI requirements apply to practical situations. Training may also be provided through FHWA-sponsored webinars and training resources. The NMDOT Office of Equal Opportunities can be contacted to provide on-site Title VI training.

IX. LIMITED ENGLISH PROFICIENCY (LEP) PLAN

Executive Order 13166 titled Improving Access to Services for Persons with Limited English Proficiency, indicated that differing treatment based upon a person's inability to speak, read, write or understand English is a type of national origin discrimination. Any agency receiving federal funds needs to develop a Limited English Proficiency (LEP) Plan.

The primary element of the LEP Plan is the Four Factor Analysis that considers the following factors:

- **Number or Proportion of LEP Individuals:** a summary of LEP person in the service area and a description of efforts to provide meaningful opportunities for LEP population to be involved in programs and services.
- **Frequency of Contact with the Program:** a record of how often LEP persons access or come into contact with programs or services.
- **Nature and Importance of the Program:** a description of how LEP individuals have access to critical benefits and services. Emphasize programs where the denial or delay of access may have life or death implications.
- **Resources Available:** summary of the resources Bernalillo County can use for providing assistance to LEP populations.

Bernalillo County provides translation and interpretation based on the location where federal aid projects occur. For locations with high percentages of LEP persons, translations of meeting announcements are provided as well as interpretation services to gather public input.

For significantly large projects in locations where there are lower percentages of LEP persons, translation and interpretation services are provided as well. In addition, these services may be provided upon request.

Bernalillo County maintains a contract for interpretation and translations services. As part of the LEP Plan, Bernalillo County will identify how to streamline purchasing these services as well as assess the need for future services and the associated cost and budget for services.

X. EXTERNAL COMMUNICATION – NOTICE OF RIGHTS TO THE PUBLIC

Bernalillo County’s Title VI Notice of Rights to the Public provides information to members of the public detailing Bernalillo County’s Title VI obligations and notifying the public of protections against discrimination afforded to them.

Bernalillo County provides this information electronically on the county’s website as well as in print in county buildings where the public goes to conduct business services. The notice of rights to the public is available in both English and Spanish.

See [Appendix D](#) for a copy of the notice of rights to the public.

XI. DATA COLLECTION

Bernalillo County collects American Community Survey Data 5-Year data through the U.S. Census Bureau to plan for the accommodation of individuals based on Title VI requirements. These data are collected at the census tract or block group level.

Purpose	Table	Table Description	Geography	Universe
Determine areas with high minority population concentrations to ensure Environmental Justice principles are met	B03002	Hispanic or Latino Origin by Race	Block Group and Tract	Total Population
Determine areas with concentrations of people with different national origins to ensure Environmental Justice principles are met	B05002	Place of Birth by Nativity and Citizenship Status	Tract Only	Total Population
Determine areas with concentrations of LEP population and the languages these populations speak to plan for translation and interpretation services	B16001	Language Spoken at Home by Ability to Speak English	Tract Only	Population 5 years and older
Determine areas with low income population concentrations to ensure Environmental Justice principles are met	B17001	Poverty Status In The Past 12 Months By Sex By Age	Tract Only	Population for whom poverty status is determined
Determine areas with low income population concentrations to ensure Environmental Justice principles are met	B17026	Age by Ratio of Income to Poverty Level of Families in the Past 12 Months	Tract Only	Population for whom poverty status is determined
Secondary method to identify with low income population concentrations to ensure Environmental Justice principles are met	B19013	Median Household Income in the Past 12 Months	Block Group and Tract	Households
Determine areas with significantly older or younger populations for use with facility planning and prioritize ADA improvements	B01001	Sex by Age	Block Group and Tract	Total Population
Determine areas with concentrations of people with vision difficulty to prioritize ADA improvements and plan for providing appropriate outreach mechanisms	B18103	Sex by age by Vision Difficulty	Tract Only	Civilian non-institutionalized population
Determine areas with concentrations of people with vision difficulty to prioritize ADA improvements	B18105	Sex by age by Ambulatory Difficulty	Tract Only	Civilian non-institutionalized population 5 years and older

APPENDIX A

FHWA Title VI Assurances and Other Nondiscriminatory Statutes

FHWA Assurances for Title VI and Other Nondiscriminatory Statutes

Bernalillo County (hereinafter 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 Highway Administration (FHWA), is subject to and will comply with the following:

- 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 "Act" and "Regulations," respectively.

General Assurances

In accordance with the Act, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Recipient hereby gives assurance that it will promptly take any measure 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 the U.S. Department of Transportation, including the Federal Highway Administration."

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 programs and activities:

1. The Recipient agrees that each "program" or "facility," as defined in §§ 21.23(b) and 21.23(e) of Regulations 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 shall insert the following notification in all solicitations for bids, request for proposals for work, or material subject to the Acts and the Regulations and made in connection with the Federal Aid Highway Program, and in adapted form, in all proposals for negotiated agreements regardless of funding source:

"Bernalillo County 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 Exhibit 1 and 5 of this Assurance in every contract or agreement subject to the Act and Regulations.
4. The Recipient shall insert the clauses of Exhibit 2 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. 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 the right to space on, over, or under such property.
7. That the Recipient will include the clauses set forth in Exhibit 3 and Exhibit 4 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 Federal Aid Highway Program; and
 - b) for the construction or use of, or access to, space on, over, or under real property acquired, or improved under the Federal Aid Highway Program.
8. That this Assurance obligates the Recipient for the period during which federal financial assistance is extended to the project, except where the federal 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 officials 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 Act, 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 Act, the Regulations, and this Assurance.

By signing this Assurance, Bernalillo County 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 Highway 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 Highway Administration. You must keep records, reports, and submit the material for review upon request to the Federal Highway 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.

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

By:  _____
Julie Morgas Baca, Bernalillo County Manager
Bernalillo County Title VI Agency Administrator

Date: 1-10-17

EXHIBIT 1 – Title VI Assurances for Consultants, Contractors, Subcontractors, Suppliers and Manufacturers

Bernalillo County will insert the following clauses into every contract subject to the Act and Regulations associated with the receipt of federal financial assistance pursuant Assurance 3:

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 Regulations relative to nondiscrimination in federally assisted programs of the U.S. Department of Transportation, Title 49, Code of Federal Regulations, Part 21, as they may be amended from time-to-time, (hereinafter referred to as the "Regulations"), which are herein incorporated by reference and made a part of this contract.

2. Nondiscrimination

The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, sex or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of the Regulations.

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 Regulations relative to nondiscrimination on the grounds of race, color, sex or national origin.

4. Information and Reports

The contractor will provide all information and reports required by the Regulations or 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 Bernalillo County or the New Mexico Department of Transportation or the Federal Highway Administration to be pertinent to ascertain compliance with such Regulations and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish this information, the contractor shall so certify to Bernalillo County or the New Mexico Department of Transportation 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 the contractor's non-compliance with the nondiscrimination provisions of this contract, Bernalillo County and the New Mexico Department of Transportation will impose such contract sanctions as they 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 the contract, in whole or in part.

6. Incorporation of Provisions

The contractor will include the provisions of paragraphs one through five in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations and directives issued pursuant thereto. The contractor shall take such action with respect to any subcontract or procurement as Bernalillo County, the New Mexico Department of Transportation, 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 Bernalillo County to enter into any litigation to protect the interests of Bernalillo County. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

EXHIBIT 2 – Covenant Running with the Land Assurance and Habendum Clauses

When Bernalillo County is the recipient of real property, structures or improvements thereon, or interest therein from the United States, the following clause shall be included in any and all deeds affecting or recording the transfer of property pursuant the provisions of Assurance 4.

Covenant Running with the Land Assurance

NOW, THEREFORE, Bernalillo County as authorized by law and upon the condition that Bernalillo County will accept title to the lands and maintain the project constructed thereon, in accordance with Title 23, United States Code, the Regulations for the Administration of Federal Aid for Highways 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 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 pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 §2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto Bernalillo County 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 Bernalillo County, 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 Bernalillo County, its successors and assigns.

Bernalillo County, 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, sex, 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 Bernalillo County 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, Nondiscrimination in federally assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended [,] and (3) that in the event of breach of any of the above mentioned nondiscrimination conditions, the Department shall have a right to enter or reenter said lands and facilities on said land, and the above described land and facilities will there on revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction.]*

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

EXHIBIT 3 - Clauses for Transfer of Real Property Acquired or Improved Under the Federal Aid Highway Program

Upon receipt of federal financial assistance to construct a facility or part of a facility, Bernalillo County agrees to include these clauses in all future deeds, licenses, leases, permits, or similar instruments entered into by Bernalillo County, pursuant to the provisions of Assurance 7(a):

- A. The (grantee, lessee, permittee, etc., as appropriate) for himself or herself, 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 said 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 Act and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.

- B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above nondiscrimination covenants, Bernalillo County will have the right to terminate the (lease, license, permit, etc.) and to enter, reenter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) and never been made or issued. *

- C. With respect to a deed, in the event of breach of any of the above nondiscrimination covenants, Bernalillo County will have the right to enter or reenter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the County and its assigns. *

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

EXHIBIT 4: Clauses for Transfer of Real Property Acquired or Improved Under the Federal Aid Highway Program

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

- A. The (grantee, licensee, permittee, etc., as appropriate) for himself or herself, 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 otherwise be 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 grounds 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 nondiscrimination covenants, Bernalillo County will have the right to terminate the (license, permit, etc., as appropriate) and to enter or reenter 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 the deeds, in the event of breach of any of the above nondiscrimination covenants, Bernalillo County will there upon revert to and vest in and become the absolute property of the County 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 5 – Pertinent Nondiscrimination Authorities

Bernalillo County will insert the following clauses into every contract subject to the Act and Regulations associated with the receipt of federal financial assistance pursuant Assurance 3:

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

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

APPENDIX B

Title VI Coordinator and Specialists

Bernalillo County Title VI Coordinator and Specialists

Updated January 13, 2017

Title VI Coordinator: Robert Kidd, Compliance Officer

Title VI Specialists:

Name	Title and Department	Special Emphasis Program Area
Clay Campbell	Management and Policy Analyst, County Manager	Capital Improvement Program Planning
Richard Meadows	Technical Planning Manager, Technical Planning Services	Technical Planning Services
Brad Catanach	Engineering Manager, Public Works Technical Services	Environmental (Technical Services)
Catherine Lopez	Communications Services Specialist, Communication Services	Communication Services
Deanna Miglio	Right-of-Way Manager, Right-of- Way	Right-of-Way
Annie Baca	Purchasing Administrator, Purchasing	Contracts
Julie Luna	Transportation Planner, Technical Planning Services	Technical Planning Services, Data Collection

APPENDIX C

Bernalillo County Title VI Complaint Form



Discrimination Complaint Form

Mail signed Title VI Coordinator
form to: Bernalillo County Compliance Office
415 Tijeras Ave. NW
Albuquerque, N.M. 87102

Last Name		First Name		
Mailing Address		City	State	Zip
Telephone	Alternate Telephone	Email		
Please indicate the basis of your complaint (mark all that apply): <input type="checkbox"/> Race <input type="checkbox"/> Color <input type="checkbox"/> Age <input type="checkbox"/> Gender <input type="checkbox"/> National Origin <input type="checkbox"/> Disability				
Date and place of alleged discriminatory action(s). Please include the earliest date of discrimination and the most recent date of discrimination.				
How were you discriminated against? Describe the nature of the action, decision, or conditions of the alleged discrimination. Explain as clearly as possible what happened and why you believe your race/color/age/gender/national origin/disability was a factor in the discrimination. Include how other persons were treated differently from you. (Attach additional pages if necessary)				
The law prohibits intimidation or retaliation against anyone because he/she has either taken action, or participated in action, to secure rights protected by these laws. If you feel that you have been retaliated against, separate from the discrimination alleged above, please explain the circumstances below. Explain what action you took which was the cause for the alleged retaliation.				
Names of individuals responsible for the discriminatory action(s):				
Names of persons (witnesses, fellow employees, supervisors, or others) whom we may contact for additional information to support or clarify your complaint: (Attach additional pages if necessary)				
Name		Address		Telephone
_____		_____		_____
_____		_____		_____
_____		_____		_____
Complainant's Signature:		Date:		Number of Pages:
_____		_____		_____
FOR OFFICIAL USE ONLY: Date received: Complaint Number:				



Formulario de Denuncia de Discriminación

Envíe por correo el formulario firmado a:

Title VI Coordinator
Bernalillo County Compliance Office
415 Tijeras Ave. NW
Albuquerque, N.M. 87102

Apellido		Nombre		
Dirección		Ciudad	Estado	Código Postal
Teléfono	Teléfono Alternativo	Correo electrónico		

Por favor indique la(s) base(s) de su denuncia (marque todo que aplique):

Raza Color Edad Sexo Origen Nacional Discapacidad

Fecha y lugar de la(s) presunta(s) acción(es) discriminatoria(s). Por favor incluya la fecha de la primera discriminación y la fecha de la discriminación más reciente.

¿Cómo se le discriminó? Describa la naturaleza de la acción, decisión, o condiciones de la presunta discriminación. Explique, de la manera más clara que sea posible, que sucedió y por qué cree usted que su raza/color/edad/sexo/origen nacional/discapacidad fue un factor en la discriminación. Incluya como se le dio trato diferente al de otras personas. (Adjunte hojas adicionales de ser necesario)

La ley prohíbe intimidación o represalias contra cualquier persona porque ya sea que esta persona haya tomado alguna acción, o haya participado en alguna acción, para asegurar los derechos que estas leyes protegen. Si usted siente que se han tomado represalias en su contra, aparte de la presunta discriminación que se menciona anteriormente, por favor explique las circunstancias a continuación. Explique la acción que tomó usted que cree que fue la causa de la presunta represalia.

Nombres de las personas responsables de la(s) acción(es) discriminatoria(s)

Nombres de las personas (testigos, compañeros de trabajo, supervisores, u otros) a quienes podamos contactar para obtener información adicional para respaldar o aclarar su denuncia: (Adjunte hojas adicionales de ser necesario)

Nombre	Dirección	Teléfono

Firma del Denunciante:	Fecha:	Número de páginas:
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PARA USO OFICIAL UNICAMENTE: Fecha en que se recibió la denuncia:	Número de la denuncia:
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APPENDIX D

Title VI Notice of Rights to the Public

Notice of Rights – English Version

Your Rights under Title VI of the Civil Rights Act of 1964

It is the policy of Bernalillo County to ensure that no person shall on grounds of race, color, national origin, sex, age or disability be excluded from participation in, be denied the benefits of, or otherwise subjected to discrimination under any Bernalillo County program or activity.

Who may file a Title VI Complaint?

A Title VI complaint may be filed by any individual or individuals who allege they have been subjected to discrimination or adverse impact under any Bernalillo County program or activity based on race, color, national origin, sex, age, or disability. To file a Title VI complaint, you may obtain the necessary form online by visiting: www.bernco.gov/TitleVI or by calling (505) 468-1382

Notice of Rights – Spanish Version

Sus derechos bajo el Título VI de la Ley de Derechos Civiles de 1964

Es la política del Condado de Bernalillo el cerciorase que ninguna persona sea excluida de participar en, o se lo nieguen los beneficios de, o de cualquier otra forma se sometida a discriminación bajo cualesquier actividad o programa del Condado de Bernalillo en base a su raza, color, origen nacional, sexo, edad o discapacidad.

¿Quién puede presentar una denuncia Título VI?

Cual(es)quier individuo(s) que alegue(n) que ha(n) sido sujeto(s) a discriminación o impactado(s) adversamente bajo cualquier programa o actividad del Condado de Bernalillo basados en raza, religión, color, origen nacional, sexo, edad, discapacidad o represalias puede(n) presentar una denuncia. Para presentar una denuncia Título VI, puedo obtener el formulario necesario en línea visitando: www.bernco.gov/TitleVI o llamar a (505) 468-1382