

# Lee County Metropolitan Planning Organization

## Title VI/Nondiscrimination Program Implementation Plan

### Introduction

Lee County Metropolitan Planning Organization (MPO) is a recipient of federal funds from the U.S. Department of Transportation modal agencies, including Federal Highway Administration (FHWA) and Federal Transit Administration (FTA). All Recipients of federal funding must comply with the requirements of Title VI of the Civil Rights Act of 1964 and other nondiscrimination statutes, regulations and authorities. This Implementation Plan describes how the Department effectuates nondiscrimination in the delivery of its federally assisted programs, services and activities. The Plan includes the structure of the Department's Title VI/Nondiscrimination program as well as the policies, procedures and practices that the Department uses to comply with nondiscrimination requirements. The Plan is intended to be a living document, regularly policed and updated by the Department to meaningfully reflect the program as it changes and grows. Anyone wishing to provide input into the Department's Title VI/Nondiscrimination Implementation Plan is encouraged to contact the Title VI/Nondiscrimination Program Coordinator, Calandra Barraco at [cbarraco@leempo.com](mailto:cbarraco@leempo.com) or 239-330-2243 or in writing at P.O Box 150045, Cape Coral, FL 33915

### Policy Statement

It is the policy of the MPO to comply with all federal and state authorities requiring nondiscrimination, including but not limited to Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 (ADA), the Age Discrimination Act of 1975 and Executive Order 12898 (Environmental Justice) and 13166 (Limited English Proficiency). The MPO does not and will not exclude from participation in; deny the benefits of; or subject anyone to discrimination on the basis of race, color, national origin, sex, age, disability or income. In addition, the MPO complies with the Florida Civil Rights Act, and does not permit discrimination on the basis of religion or family status in its programs, services or activities.

**The Lee MPO has adopted the Florida Department of Transportation's (Department) Title VI/Nondiscrimination policy and ADA policy. By reference Topic No.: 275-010-010-f – Title VI Program and Related Statutes - Implementation and Review Procedures.**

The Department's Title VI/Nondiscrimination policy and ADA policy statement may be found at: [FDOT.gov](http://FDOT.gov)  
Those requiring information in alternative formats or in a language subject to the Department's Limited English Proficiency (LEP) Plan, should contact the Title VI/Nondiscrimination Coordinator.

# Lee County Metropolitan Planning Organization

## Title VI/Nondiscrimination Program

### Complaint Procedures

1. Any person who believes that he or she, or any specific class of persons, has been subjected to discrimination or retaliation prohibited by the Title VI of the Civil Rights Act of 1964, as amended, and related statutes, may file a written complaint. All written complaints received by the Lee County MPO shall be referred immediately by the Lee County Metropolitan Planning Organization (MPO) Title VI Specialist to the FDOT's District One Title VI Coordinator for processing in accordance with approved State procedures.
2. Verbal and non-written complaints received by the recipient shall be resolved informally by the Lee County MPO Title VI Specialist. If the issue has not been satisfactorily resolved through informal means, or if at any time the person(s) request(s) to file a formal written complaint, the Lee County MPO Title VI Specialist shall refer the Complainant to the FDOT's District One Title VI Coordinator for processing in accordance with approved State procedures
3. The Lee County MPO Title VI Specialist will advise the FDOT's District One Title VI Coordinator within five (5) calendar days of receipt of the allegations. The following information will be included in every notification to the FDOT's District One Title VI Coordinator:
  - (a) Name, address, and phone number of the Complainant.
  - (b) Name(s) and address(es) of Respondent.
  - (c) Basis of complaint (i.e., race, color, national origin, sex, age, disability, religion, familial status or retaliation).
  - (d) Date of alleged discriminatory act(s).
  - (e) Date of complaint received by the recipient.
  - (f) A statement of the complaint.
  - (g) Other agencies (state, local or Federal) where the complaint has been filed.
  - (h) An explanation of the actions the recipient has taken or proposed to resolve the allegation(s) raised in the complaint.
4. Within ten (10) calendar days, the Lee County MPO Title VI Specialist will acknowledge receipt of the allegation(s), inform the Complainant of action taken or proposed action to process the allegation(s), and advise the Complainant of other avenues of redress available, such as the FDOT's Equal Opportunity Office (EOO).
5. Within sixty (60) calendar days, the Lee County MPO Title VI Specialist will conduct and complete a review of the verbal or non-written allegation(s) and based on the information obtained, will render a recommendation for action in a report of findings to the Staff director of the MPO.

6. Within ninety (90) calendar days of the verbal or non-written allegation(s) receipt, the Staff director of the Lee MPO will notify the Complainant in writing of the final decision reached, including the proposed disposition of the matter. The notification will advise the Complainant of his/her right to file a formal complaint with the FDOT's EEO, if they are dissatisfied with the final decision rendered by the recipient. The Lee County MPO Title VI Specialist will also provide the FDOT's District One Title VI Coordinator with a copy of this decision and summary of findings.
7. The Lee County MPO Title VI Specialist will maintain a log of all verbal and non-written complaints received by the recipient. The log will include the following information:
  - a. Name of Complainant.
  - b. Name of Respondent.
  - c. Basis of Complaint (i.e., race, color, national origin, sex, age, disability, religion, familial status or retaliation)
  - d. Date verbal or non-written complaint was received by the Lee County MPO.
  - e. Date Lee County MPO notified the FDOT's District One Title VI Coordinator of the verbal or non-written complaint.
  - f. Explanation of the actions the Lee County MPO has taken or proposed to resolve the issued in the complaint.

**The MPO's planning process is conducted in accordance with Title VI of the Civil Rights Act of 1964 and related statutes. Any person or beneficiary who believes they have been discriminated against because of race, color, religion, sex, age, national origin, disability, or familial status may file a complaint with the Lee County MPO Title VI Coordinator Calandra Barraco at (239) 330-2243 or in writing at P.O. Box 150045, Cape Coral, Florida 33915-0045. or by email at [cbarraco@leempo.com](mailto:cbarraco@leempo.com). If you are hearing or speech impaired call (800) 955-8770 Voice / (800) 955-8771 TDD.**

## **Annual Certification Compliance**

Title VI of the Civil Rights Act of 1964 provides that: "No person in the United States shall, on the grounds of race, color, or national origin, be excluded from, participation in, or be denied the benefits of, or be subjected to discrimination under any program, or activity receiving Federal financial assistance." Other federal legislation extended the protections under Title VI of the Civil Rights Act of 1964 to prohibit discrimination based on sex, disability, and age.

Federal rule, 23 CFR 450.316(b)(2), requires that the metropolitan transportation planning process "[b]e consistent with Title VI of Civil Rights Act of 1964 and the Title VI assurance executed by each State under 23 U.S.C. 324 and 29 U.S.C. 794, which ensure that no person shall, on the grounds of race, color, sex, national origin, or physical handicap, be excluded from participation in, be denied benefits, or be otherwise subjected to discrimination under any program receiving Federal assistance from the United States Department of Transportation." An effective public involvement process is integral to providing assurances that the MPO's planning process is consistent with Title VI.

Each MPO must annually certify to the FHWA that the MPO planning process is being conducted in accordance with Title VI of the Civil Rights Act of 1964. No specific federal guidance exists regarding what an MPO must do to demonstrate that its planning process is consistent with Title VI. Thus, each MPO has flexibility regarding how it will ensure consistency with Title VI.

The Lee MPO uses a variety of strategies to demonstrate that their planning process is consistent with Title VI. These strategies include but are not limited to the following:

- Developing and updating a Title VI plan;
- Designing the MPO public involvement plan with specific Title VI strategies;
- Evaluating any existing public involvement Title VI strategies;
- Reviewing projects for socioeconomic and culture evaluation in the EDTM process; and,
- maintaining documentation of its Title VI strategies.

The Title VI Coordinator for the Lee County MPO is Calandra Barraco, Admin/Title VI Coordinator. If you would like to file a complaint you may reach her by email at [cbarraco@leempo.com](mailto:cbarraco@leempo.com), by mail at Lee County MPO, P.O. Box 150045, Cape Coral, Florida 33915-0045; or by phone at (239) 330-2243. If you are hearing or speech impaired call (800) 955-8770 Voice/ (800) 955-8771 TDD.

As part of the annual Federal Planning Certification process, the FDOT Department staff will review the MPO activities ensuring that its planning process is consistent with Title VI. In addition, records may be requested and reviewed that documented the MPO's Title VI strategy and implementation. Such records could include:

- Specific mention of Title VI issues in various plan documents (e.g., Title VI plan, public involvement plan, long range transportation plan);
- Records pertaining to public involvement strategies (e.g., public notice, sign-in sheets, minutes of public meetings/hearing); and
- Records of comments received on the MPO plans and how the MPO considered those comments in the development of transportation plans.

FDOT Department staff should certify that an MPO's planning process is consistent with Title VI if the MPO: (1) has a documented process or strategy for ensuring Title VI consistency; and (2) can document implementation of this strategy.

## Attachments

Title VI Complaint Form (English)

Title VI Complaint Form (Spanish)

**Title VI / Nondiscrimination Complaint**

12/22

Complainant(s) Name:

Complainant(s) Address:

Complainant(s) Phone Number:

Complainant's Representative's Name, Address, Phone Number and Relationship (e.g. friend, attorney, parent, etc):

Name and Address of Agency, Institution, or Department Whom You Allege Discriminated Against You:

Names of the Individual(s) Whom You Allege Discriminated Against You (If Known):

Discrimination  
Because Of:

- Race             Color             National Origin  
 Sex                 Age                 Handicap/Disability  
 Income Status    Retaliation    Other

Date of Alleged Discrimination:

Please list the name(s) and phone number(s) of any person, if known, that the Florida Department of Transportation could contact for additional information to support or clarify your allegation(s).

Please explain as clearly as possible **how, why, when** and **where** you believe you were discriminated against. Include as much background information as possible about the alleged acts of discrimination. Additional pages may be attached if needed.

Complainant(s) or Complainant(s) Representatives Signature:

Date of Signature:

**Título VI / Denuncia de Discriminación**

12/22

Nombre del querellante:

Dirección:

Número de teléfono:

Nombre, dirección, teléfono y relación (ej. amigo, abogado, pariente, etc.) del Representante del querellante:

Nombre y dirección de la Agencia, Institución, o Departamento que usted alega discrimino en su contra:

Nombre(s) del Individuo(s) Quien(es) Usted Alega Discrimino (naron) Contra Usted Si lo(s) Conoce:

Razón de la discriminación:

Raza                       Color                       Origen Nacional

Sexo                               Edad                       Incapacidad/Impedimento Físico

Status de Ingreso       Represalia       Otro

Fecha de la alegada discriminación.

Favor de indicar el nombre (s) y número(s) de teléfono(s) de alguna persona(s) que el Departamento de Transporte puede comunicarse para información adicional que clarifique o respalde su alegación o alegaciones.

Favor de explicar tan claro como sea posible, **como, porque, cuando y donde** usted cree que fue discriminado. Incluya suficiente información acerca de los antecedentes según le sea posible, de los alegados actos de discrimen. Puede añadir paginas adicionales, si es necesario.

Firma del Querellante(s) o su Representante:

Fecha: