Title VI Implementation Plan

Adopted September 14, 2026

CITY OF COLUMBUS - BARTHOLOMEW COUNTY PLANNING DEPARTMENT
123 Washington Street, Columbus, IN 47201 - (812) 376-2550 - www.columbus.in.gov

Adopting Resolution

RESOLUTION 2026-09

A RESOLUTION BY THE COLUMBUS AREA METROPOLITAN PLANNING ORGANIZATION (CAMPO) POLICY BOARD FOR THE PURPOSE OF

ADOPTING THE UPDATED CAMPO TITLE VI IMPLEMENTATION PLAN

WHEREAS, the Columbus Area Metropolitan Planning Organization (CAMPO) is the designated Metropolitan Planning Organization responsible for transportation planning in the City of Columbus and Bartholomew County; and

WHEREAS, the federal government enacted Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, religion, national origin, and sex, and

WHEREAS, since the Civil Rights Act was approved, additional regulations, statutes, and executive orders prohibiting discrimination have expanded the number of protected categories, and

WHEREAS, as the Columbus Area Metropolitan Planning Organization (CAMPO) is a recipient of federal funds, its activities, regardless of funding, are required to comply with Title VI of the Civil Rights Act of 1964, and related regulations, statutes and executive orders, and

WHEREAS, it is a requirement of the Indiana Department of Transportation and the U.S. Department of Transportation that entities receiving federal financial assistance adopt a Title VI Implementation Plan, and

WHEREAS, CAMPO has prepared a Title VI Implementation Plan which will take effect immediately, and which will be revised annually to reflect changes to Title VI requirements, and to report on the progress of CAMPO's Title VI program, and

NOW THEREFORE BE IT RESOLVED by the CAMPO Policy Board that the proposed Title VI Implementation Plan is hereby adopted this the 14th day of September, 2026.

Tom R. Finke, Chair

Attest: Ashley E. Beckort, CAMPO Manager

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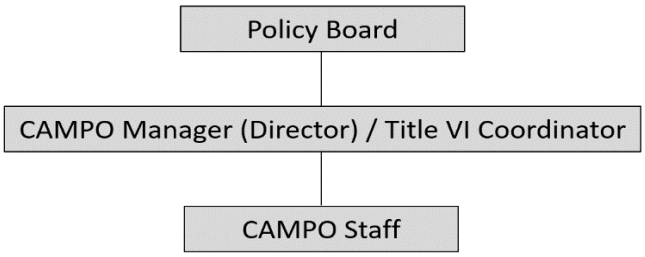
Introduction to CAMPO and this Title VI Implementation Plan

CAMPO Designation and Organizational Chart

Metropolitan Planning Organizations (MPOs) were created by Congress in 1962 through the Federal Aid Highway Act. This legislation focused on planning for urban areas, rather than cities. The Columbus Area Metropolitan Planning Organization (CAMPO) was designated as the MPO for the Columbus Area by the Governor of Indiana February 27, 2004. Each MPO is required to establish a Metropolitan Planning Area (MPA) that includes its Urban Area (UA), plus the area expected to become urbanized within 20-years. The MPA for CAMPO corresponds to the boundaries of Bartholomew County. The Policy Board, made up of City, County, and INDOT representatives, is the decision-making body for CAMPO. Designated employees of the City of Columbus-Bartholomew County Planning Department are the staff for CAMPO.



Title VI Implementation Plan

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

Title VI Assurances & Implementation

CAMPO affirms its commitment to nondiscrimination by publishing this Title VI Implementation Plan. Fully executed Assurances are included in Appendix A and integrated into this document. This Title VI Implementation Plan has been adopted by the CAMPO Policy Board and is being adhered to by CAMPO.

Ashley E. Beckort

Ashley E. Beckort, CAMPO Manager and Title VI Coordinator

September 15, 2026

Date

Title VI Nondiscrimination Notice & Policy

CAMPO values each individual's civil rights and is committed to providing equal opportunity and equitable service to all residents of the State of Indiana. As a recipient of federal funds, CAMPO complies with Title VI of the Civil Rights Act of 1964 and all related statutes, regulations, and directives. No person shall be excluded from participation in, denied the benefits of, or subjected to discrimination under any CAMPO program or activity receiving federal financial assistance on the basis of race, color, age, sex, sexual orientation, gender identity, disability, national origin, religion, income status, status as a veteran, or limited English proficiency (LEP).

CAMPO further assures that every effort will be made to ensure nondiscrimination in all of its programs and activities, regardless of whether those programs or activities receive federal funding. It is the policy of CAMPO to comply with, and to require its subrecipients and contractors to comply with, the following:

- Title VI and Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d and 2000e;
- The Age Discrimination Act of 1975, 42 U.S.C. §§ 6101–6107;
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, 42 U.S.C. §§ 4601–4655;
- Section 324 of the Federal-Aid Highway Act of 1973, 23 U.S.C. § 324;
- Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681–1688;
- Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 701 and 794;
- The Civil Rights Restoration Act of 1987, Pub. L. No. 100-259, 102 Stat. 28;
- The Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101 et seq.;
- Title VIII of the Civil Rights Act of 1968 (Fair Housing Act), 42 U.S.C. §§ 3601–3631;
- Executive Order 12898 (Environmental Justice);
- Executive Order 13166 (Improving Access to Services for Persons with Limited English Proficiency); and
- Other applicable federal, state, and local nondiscrimination laws and authorities.

The Civil Rights Restoration Act of 1987 expanded the coverage of Title VI by clarifying that "programs or activities" include all operations of federal-aid recipients, subrecipients, and contractors, regardless of whether the specific program or activity is federally funded. Accordingly, whenever CAMPO distributes federal-aid funds to a second-tier subrecipient, it will include appropriate Title VI language in all written agreements.

Pursuant to Section 504 of the Rehabilitation Act, CAMPO assures that no qualified individual with a disability shall, solely by reason of such disability, be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination under any program or activity receiving federal financial assistance. This assurance includes nondiscrimination in employment as well as in the delivery of services and benefits. CAMPO also affirms its commitment to:

- Preventing discrimination through the effects of its programs, policies, and activities on minority and low-income populations;
- Taking reasonable steps to provide meaningful access to services for individuals with limited English proficiency (LEP); and
- Promoting the full and fair participation of all potentially affected communities in the transportation planning and decision-making process, ensuring that no group experiences a denial, reduction, or significant delay in the receipt of benefits; and
- Regularly reviewing, updating, and incorporating nondiscrimination requirements into applicable manuals, policies, procedures, and regulations to ensure continued compliance and implementation of this policy.

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

CAMPO Manager
Columbus City Hall
123 Washington Street
Columbus, IN 47201

Phone: 812-376-2550
Email: planning@columbus.in.gov
Website: www.columbus.in.gov/planning/campo-other/

Complaints of Discrimination

Complaint Policy

Any person who believes that he or she as a member of a protected class, has been discriminated against based on race, color, national origin, gender, age, disability, religion, low income status, or Limited English Proficiency in violation of Title VI of the Civil Rights Act of 1964, as amended and its related statutes, regulations and directives, Section 504 of the Vocational Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, as amended, the Civil Rights Restoration Act of 1987, as amended, and any other Federal nondiscrimination statute may submit a complaint. A complaint may also be submitted by a representative on behalf of such a person. These procedures do not deny the right of any individual to file a formal complaint with any government agency or affect an individual's right to seek private counsel for any complaint alleging discrimination. Complaints may also be filed with the following government agencies:

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

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

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

It is the policy of the Columbus Area Metropolitan Planning Organization (CAMPO) to conduct a prompt and impartial investigation of all allegations of discrimination and to take prompt effective corrective action when a claim of discrimination is substantiated. CAMPO will try to obtain an informal voluntary resolution to all complaints at the lowest level possible. A complainant's identity shall be kept confidential except to the extent necessary to conduct an investigation. CAMPO is prohibited from retaliating against any individual because he or she opposed an unlawful policy or practice, filed charges, testified, or participated in any complaint action under Title VI or other nondiscrimination authorities.

How to File a Complaint

While a Complainant may preliminarily submit his or her complaint by online form submission, mail, facsimile, or email to the Title VI Coordinator, a signed, original copy of the complaint must be mailed to the Title VI Coordinator to officially begin the complaint process. Any person with a disability may request to file his or her complaint using an alternative format. The Complainant does not need to use the complaint form when submitting his or her complaint, provided that the required information is included (see below, "Elements of a Complete Complaint").

Elements of a Complete Complaint

A complaint must be both written and signed to be complete. Verbal complaints must be reduced to writing and provided to the Complainant for confirmation, review and signature before processing. A complaint form is available for download from the CAMPO website at *www.columbus.in.gov*. A complaint must include the following information:

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

Processing Complaint

Complaints will be investigated by the Title VI Coordinator. This process includes:

- The Title VI Coordinator will review the complaint to ensure that it falls within CAMPO's jurisdiction, that all required information is provided, and that the filing deadline has been met (180 days from the date the alleged discriminatory act occurred per 49 CFR § 21.11(b)).
- If the documentation is in proper order, a copy of the complaint will be forwarded to CAMPO's Attorney. Any comments or recommendations from legal counsel will be reviewed by the investigator.
- If the complaint is against the CAMPO Manager, then the Policy Board or its designee will investigate the complaint.
- When an investigation has been initiated, the Complainant will be notified in writing by certified mail. This notice will name the investigator and/or investigating agency.
- The Respondent, the party alleged to have acted in a discriminatory manner, will also be notified of the complaint by certified mail, and asked to be available for an interview. This notice will name the investigator and/or investigating agency.
- When the investigation is complete, CAMPO will adopt a final resolution. Then, all parties associated with the complaint will be properly notified of the outcome of CAMPO's investigative report.
- If the Complainant is not satisfied with the results of the investigation of the alleged discriminatory practice(s), she/he shall be advised of their right to appeal CAMPO's decision. Appeals must be filed within 180 days after CAMPO's final resolution. Unless new facts not previously considered come to light, reconsideration of CAMPO's determination will not be available.
- The foregoing complaint resolution procedure will be implemented in accordance with the Department of Justice guidance manual entitled "Investigation Procedures Manual for the Investigation and Resolution of Complaints Alleging Violations of Title VI and Other Nondiscrimination Statutes".

Staff Training, Dissemination, and Compliance Procedures

A new Title VI Coordinator will attend a training as part of their orientation. These trainings are typically hosted by the Indiana Department of Transportation (INDOT), Federal Highway Administration (FHWA), and/or Federal Transit Administration (FTA). Title VI policy education and literature will be provided to all new CAMPO employees at their employee orientation. Employees will be provided with updated education and literature as the Title VI Coordinator deems necessary. Continued training for the Title VI Coordinator and CAMPO Staff will be at least every 5 years, or more frequent if needed. Training will focus on how nondiscrimination laws, regulations, and executive orders translate into to CAMPO policies, actions, and services. CAMPO will share any training opportunities with Local Public Agencies (LPAs). CAMPO's plans and policies will continue to be evaluated against Title VI requirements and updated as needed. Employees will be expected to follow the Title VI policy and the guidelines set forth. In addition, CAMPO employees should make every effort to alleviate any barriers to service or public use that would restrict public access or usage, take prompt and reasonable action to avoid or minimize discrimination incidences and immediately notify the Title VI Coordinator, in writing, of any questions, complaints or allegations of discrimination.

Data Collection, Analysis and Reporting

Pursuant to 23 CFR 200.9(b) (4), CAMPO shall collect and analyze statistical information regarding demographics to assist in monitoring and ensuring nondiscrimination in all of its programs and activities. The type of data collected is dependent on the program area's objective. CAMPO collects various types of data to ensure compliance with Title VI. Some information is collected for a period of time with the objective of determining what data needs to be collected. The following types of data are currently being collected:

- Demographic statistics
- Complaints received, logged, processed, investigated, and resolved by CAMPO
- Number of requests for language services
- Limited English Proficiency reports
- Public Involvement Survey responses
- Title VI Training
- Records of meeting minutes and discussions related to Title VI in all program areas
- Disparate/disproportionate impacts or other evidence of discrimination related to specific program areas

Voluntary Public Involvement Survey

CAMPO shall utilize a voluntary Title VI public involvement survey that will be available at all public meetings. The survey will allow respondents to remain anonymous. The survey will ask questions regarding the respondent's gender, ethnicity, race, age, income and if they are disabled. The facilitator of the public meeting will make an announcement at the beginning of the meeting informing attendees of the voluntary survey and its purpose. Completed surveys will be retained by the Title VI Coordinator for three (3) years.

Demographic Profile

The following are charts and maps from Data USA and the Census Bureau which display demographic information for Bartholomew County, CAMPO's Metropolitan Planning Area (MPA). Unless otherwise noted, this data is from the 2023 American Community Survey. Indiana data may also be included for reference.

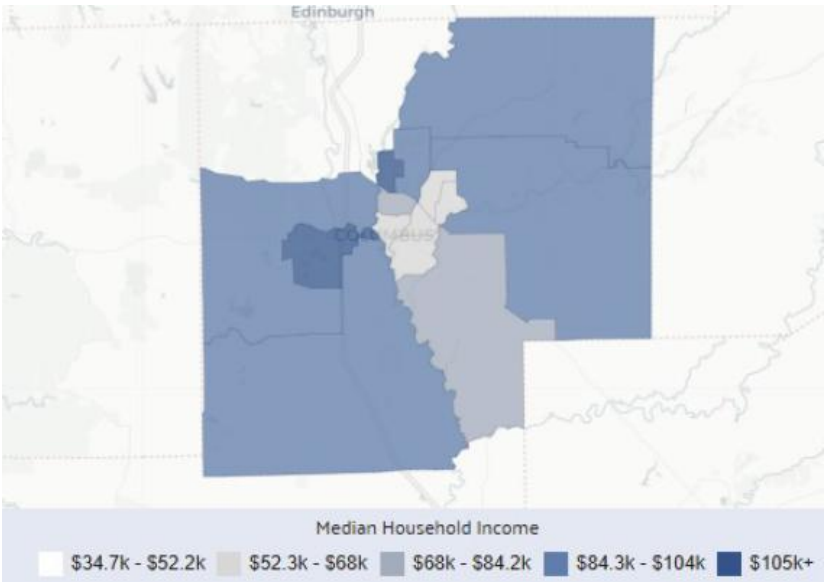
Bartholomew County Demographics Overview

Category	Indiana	Bartholomew County	Additional Data for Bartholomew County
Population (2020 Decennial Census)	6,785,528	82,208	10.4% of residents were born outside of the country.
Median Household Income	$69,477	$81,832	Census Tract 103 was the highest with a value of $131,125, followed by Census Tract 109 with $121,081.
Percent in Poverty	12.3%	10.8%	The most common racial or ethnic group living below the poverty line is White, followed by Hispanic and Other.
Median Age	36.3 years old	36.8 years old	The largest demographic living in poverty are Females 35 - 44, followed by Females 25 - 34 and then Males 25 – 34.
Average Travel Time to Work (Commuting)	24.3 minutes	21.9 minutes	1.4% of the workforce have "super commutes" in excess of 90 minutes.

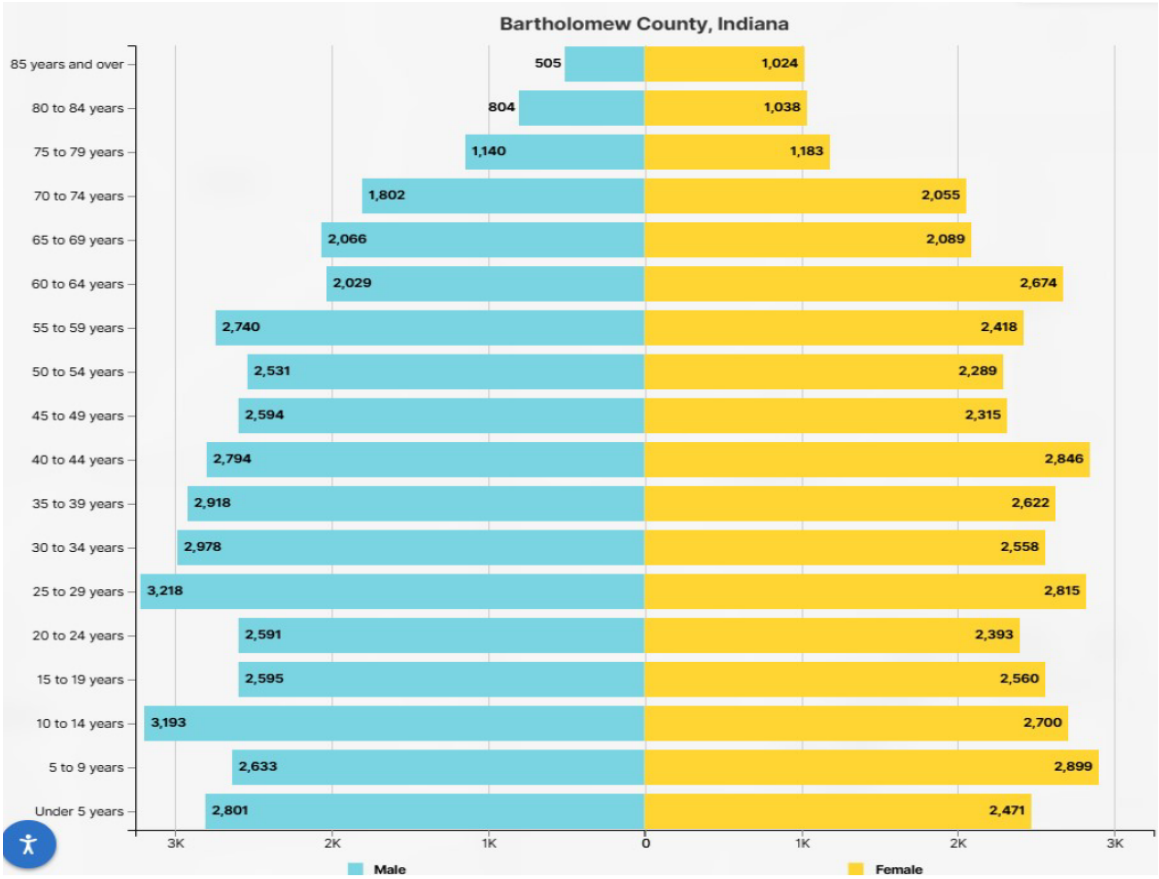
Population with a Disability by Age Group

Age Group	Total	Population With a Disability	Percent With a Disability
Under 18	20,049	1,124	6%
18-64 Years	48,654	6,009	12%
65 Years and Over	13,232	4,264	32%
Total Civilian Noninstitutionalized Population	81,935	11,379	14%

Median Household Income by Census Tract *(the darker the color, the larger the income for that tract)*

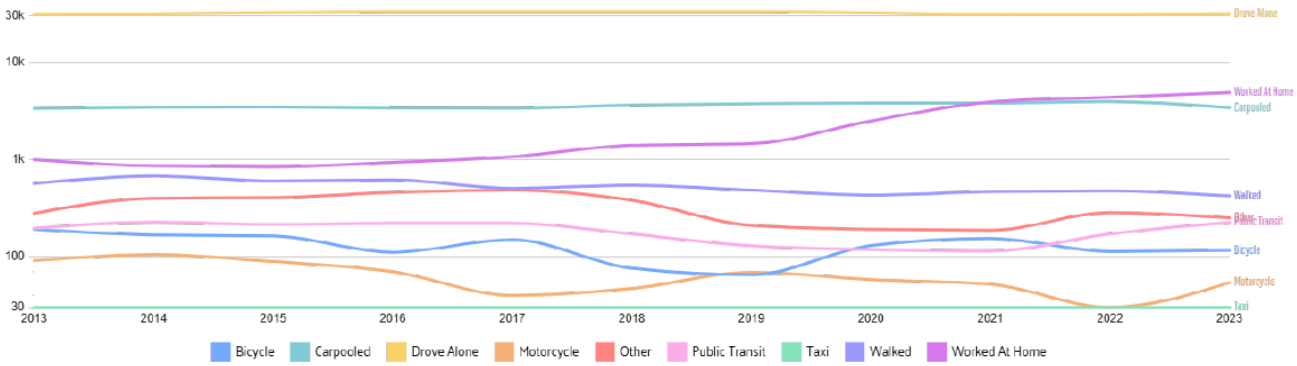


Age by Gender *(the longer the bar, the more male-blue / female-yellow in that age bracket)*

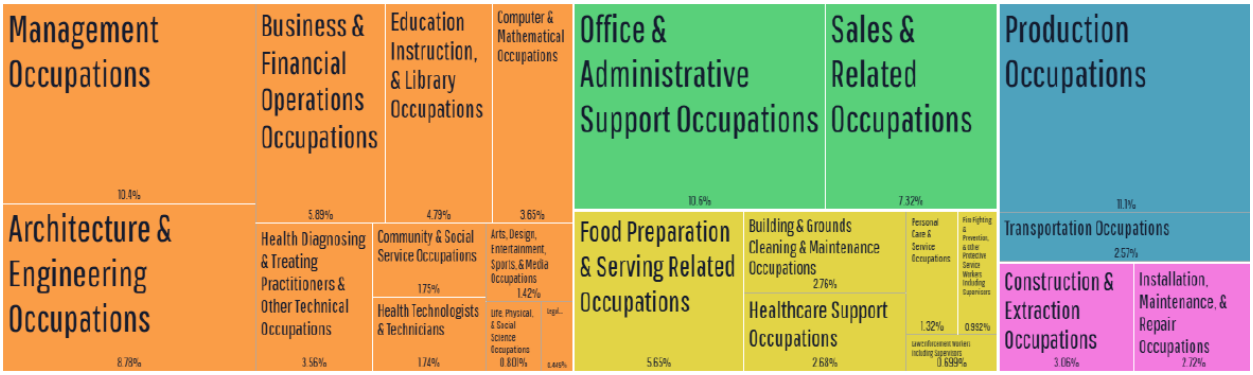


Race and Ethnicity *(the bigger the box, the larger the percent)*
The top 3 were 64.4k White (Non-Hispanic), 6.25k Asian (Non-Hispanic) and 3.28k Other (Hispanic).

Commuter Transportation by Household *(the higher the line, the more households use that transportation)*
77.2% of workers drove alone to work, 11.9% worked at home, and 8.32% carpooled to work



Occupations *(the bigger the box, the larger the percent)*
From 2022 to 2023, employment grew at a rate of 1.27%, from 40.8k employees to 41.3k employees.



Limited English Proficiency (LEP) Policy

On August 11, 2000, the President signed Executive Order 13166: Improving Access to Service for Persons with Limited English Proficiency (LEP), to clarify Title VI of the Civil Rights Act of 1964. The purpose is to ensure meaningful access to programs and services to otherwise eligible persons who are not proficient in the English language.

CAMPO has not implemented the safe harbor provision whereby it identifies and translate all vital documents into any language where the 5% threshold is met whereby 5% or more of the population in the county both: (1) does not speak English very well AND (2) primarily speaks another specific language as identified in current census data or other publicly available records.

The US Department of Transportation published Policy Guidance Concerning Recipients' responsibilities to Limited English Proficient Person in 2005 in the Federal Register (Federal Register Vol. 70, No. 239, December 14, 2005). This guidance outlines the following four factors that CAMPO uses to access LEP populations. The following "Four-Factor Analysis" will serve as the guide for determining which language assistance measures are necessary to ensure compliance with Executive Order 13166.

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

Factor 1 - Total and Percent of LEP persons eligible to be served or likely to be encountered by CAMPO: The number and proportion of LEP persons eligible to be served or likely to be encountered by CAMPO can only be estimated until the actual number of persons who can speak English less than "very well" are documented as needing assistance by CAMPO Staff. With this Title VI Plan considered to be a document that may need regular updates, US Census Bureau information is being used at this time. The total population is provided below to show general distribution of race and ethnicity in the Metropolitan Planning Area (MPA), which corresponds to the boundaries of Bartholomew County.

Race and Ethnicity in Bartholomew County

Race and Ethnicity	Total	Percent
One Race (total)	77,198	93.91%
White (only)	65,763	80.00%
Asian (only)	5,390	6.56%
Other (only)	3,865	4.70%
Black or African American (only)	1,826	2.22%
American Indian and Alaska Native (only)	305	0.37%
Native Hawaiian and Other Pacific Islander (only)	49	0.06%
Two or More Races (total)	5,010	6.09%
Two Races	4,766	5.80%
Three Races	209	0.25%
Four or Five Races	35	0.04%
Total Population	82,208	100.00%
Non-Hispanic or Latino	74,951	91.17%
Hispanic or Latino	7,257	8.83%
Total Population	82,208	100.00%

The US Census Bureau's 2023 American Community Survey estimated that the number of people in Bartholomew County who speak a language other than English to be 10,841 (14% of the total population 5 years and older). Of this number, 2,891 people indicated they speak English less than "very well" (3.7%).

Language Spoken at Home by Population 5 Years and Older

Language Spoken at Home	Population 5 years and Older	Those who Speak English Less Than "Very Well"	
		Number	Percent
All languages	77,609 (100%)	2,891	3.7%
Only English	66,768 (86%)	--	--
Language Other Than English	10,841 (14%)	2,891	3.7%
Spanish	4,896 (6%)	1,490	1.9%
Other Indo-European Language	3,147 (4%)	515	0.7%
Asian / Pacific Islander Languages	2,367 (3%)	847	1.1%
Other Languages	431 (1%)	39	0.1%

Factor 2 - The frequency with which LEP individuals come into contact with the program, activity or service:
CAMPO has received few, if any, requests for translation services from the public. This may be due to limited awareness of CAMPO's role in transportation planning and programming by LEP individuals. To resolve this, CAMPO will develop a process to ensure meaningful access to its planning activities by LEP individuals. This process will include working with local groups that provide LEP support, such as school corporations, hospitals, local government, and nonprofit organizations.

Factor 3 - The nature and importance of the program, activity, or service provided by the program:
If at any time a LEP individual requests translation services that are considered important such that denial or delay of access or services or information could have serious or even life-threatening implications, CAMPO will provide, upon request, services to assist the LEP population including translation of vital CAMPO documents and interpretation services.

Factor 4 - The resources available to CAMPO and costs:
Currently, CAMPO has access to "Language Line Solutions" which includes interpreting services. CAMPO will continue to assess language services and determine any deficiencies. Should an increase in funding be required to improve LEP individuals participation in CAMPO programs and services, it will be proposed as an addition to the budget.

LEP Accommodation Plan:
CAMPO strives to serve its population to the best of its ability and will provide the following:

- Access to translation services. CAMPO currently has a contract with "Language Line Solutions". Table-top carts and posters are displayed which allows LEP individuals to communicate their preferred language to CAMPO Staff so they then call the translation service. Translators are also available for public meetings upon request.
- Translation of vital documents upon request and deemed necessary to provide meaningful access to CAMPO services.
- A voluntary public involvement survey to collect information regarding persons affected by proposed projects. The survey permits respondents to remain anonymous, while voluntarily answering questions regarding their gender, ethnicity, race, age, sex, disability status, and household income. Once the survey data has been collected, it will be reviewed and retained for a period of three (3) years from the date of the meeting. In the case enough surveys are collected over time to show a significant increase in LEP populations, CAMPO may consider changes to their LEP policy.

- A clear Title VI compliant procedure. CAMPO reviews Title VI complaints and ensures every effort is made to resolve complaints informally at the local or regional level. CAMPO will continue to review and update the Title VI plan and procedures as necessary to remain compliant.
- Continued education and training for staff. Staff for CAMPO will be provided training on the requirements for providing meaningful access to services for LEP persons and any new employees will receive the same training.

Public Involvement & Outreach

CAMPO is committed to ensuring that community involvement and outreach is done in a respectful and appropriate manner that will allow for diverse involvement. Public meetings, programs and activities will provide equitable opportunities for participation.

CAMPO hosts several meetings each year that are open to the public. Any meetings that are open to the public are published on the CAMPO's website. All public meetings are held in locations accessible to individuals with disabilities. Upon request, translators can be provided free of charge to those individuals with limited English proficiency. Auxiliary aids are also available upon request. Requests must be made forty-eight (48) hours in advance of the meeting. Agendas and other meeting materials are posted on CAMPO's website, as well as final copies of plans and documents. CAMPO also issues press releases to local news media and utilizes social media as other avenues to communicate with the public. At all public meetings, the voluntary involvement survey is made available (see data collection section for more information on the survey). Public involvement in CAMPO plans and meetings is regulated by the adopted Public Participation Plan.

Program Accomplishments and Goals

As part of the Title VI plan, CAMPO is to provide the annual Accomplishments and Goals report. This is to be submitted to INDOT on or before October 1st consistent with 23 CFR 200.09(b)(10). See Appendix F for said report.

APPENDIX A: ASSURANCES

CAMPO (hereinafter referred to as the "Recipient") HEREBY AGREES THAT as a condition to receiving any Federal financial assistance from the Department of Transportation and the Federal Highway Administration, it will comply with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d-42 U.S.C. 2000d-4 (hereinafter referred to as the Act), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations (CFR), Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-Assisted Programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures (hereinafter referred to as the Regulations) and other pertinent nondiscrimination authorities and directives, to the end that in accordance with the Act, Regulations, and other pertinent nondiscrimination authorities and directives, no person in the United States shall, on the grounds of religion, race color, or national origin, sex (23 USC 324), sexual orientation, gender identity (Executive Order 13672), age (42 USC 6101), disability/handicap (29 USC 790) and low income (Executive Order 12898) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Recipient receives Federal financial assistance from the Department of Transportation, including the Federal Highway Administration, and HEREBY GIVES ASSURANCE THAT it will promptly take any measures necessary to effectuate this agreement. This assurance is required by Title 49 Code of Federal Regulations, subsection 21.7(a)(1) and Title 23 Code of Federal Regulations, section 200.9(a)(1) of the Regulations, copies of which are attached.

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

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

   The Indiana Department of Transportation (INDOT), in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes, issued pursuant to such Acts, hereby notifies all bidders that it will affirmatively insure that in any contact entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income in consideration for an award.
3. That the Recipient shall insert the clauses of Appendix A of this assurance in every contract subject to the Acts and the Regulations.
4. That the Recipient shall insert the clauses of Appendix B of this assurance, 'as a covenant running with the land, in any deed from the United States effecting a transfer of real property, structures, or improvements thereon, or interest therein.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the assurance shall extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the assurance shall extend to rights to space on, over or under such property.
7. That the Recipient shall include the appropriate clauses set forth in Appendix C of this assurance, as a covenant running with the land, in any future deeds, leases, permits, licenses, and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under the Federal-Aid Highway Program; and (b) for the construction or use of or access to space on, over or under real property acquired, or improved under the Federal-Aid Highway Program.
8. That this assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property or interest therein or structures or improvements thereon, in which case the assurance obligates the Recipient or any transferee for the longer of the following periods: (a) the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or (b) the period during which the Recipient retains ownership or possession of the property.
9. The Recipient shall provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he delegates specific authority to give reasonable guarantee that it, other recipients, subgrantees, contractors, subcontractors, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or 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.

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

Print Name	Signature	Date

Title VI Assurances – Supplement 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 shall comply with the Regulation relative to nondiscrimination in Federally-assisted programs of the Department of Transportation (hereinafter, "DOT") Title 49, Code of Federal Regulations, Part 21, and the Federal Highway Administration (hereinafter "FHWA") Title 23, Code of Federal Regulations, Part 200 as they may be amended from time to time, (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this contract.

(2) **Nondiscrimination:** The Contractor, with regard to the work performed by it during the contract, shall not discriminate on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor shall not participate either directly or indirectly in the discrimination prohibited by 49 CFR, section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.

(3) **Solicitations for Subcontractors, Including Procurements of Materials and Equipment:** In all solicitations either by competitive bidding or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials or leases of equipment, each potential subcontractor or supplier shall be notified by the contractor of the contractor's obligations under this contract and the Regulations relative to nondiscrimination on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income.

(4) **Information and Reports:** The contractor shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Indiana Department of Transportation (INDOT) or the FHWA to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish this information the contractor shall so certify to INDOT or the FHWA as appropriate, and shall set forth what efforts it has made to obtain the information.

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

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

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

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

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

Title VI Assurances – Supplement B

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

(GRANTING CLAUSE)

NOW, THEREFORE, the Department of Transportation, as authorized by law, and upon the condition that the [Columbus Area Metropolitan Planning Organization (CAMPO) and/or its subrecipient(s)] will accept title to the lands and maintain the project constructed thereon, in accordance with Title 23, United states Code of Federal Regulations, the Regulations for the Administration of Federal-Aid Highway Programs and the policies and procedures prescribed by FHWA, also in accordance with and in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes (hereinafter referred to as the Regulations) pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. .2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the [CAMPO and/or its subrecipient(s)] all the right, title and interest of the Department of Transportation in and to said lands described in Exhibit "A" attached hereto and made a part hereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto the [Columbus Area Metropolitan Planning Organization (CAMPO) and/or its subrecipient(s)] and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and shall be binding on the [CAMPO and/or its subrecipient(s)], its successors and assigns.

The [Columbus Area Metropolitan Planning Organization (CAMPO) and/or its subrecipient(s)] in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person shall on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on over or under such lands hereby conveyed [,] [and)* (2) that the [CAMPO and/or its subrecipient(s)] shall use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended [,] and (3) that in the event of breach of any of the above-mentioned nondiscrimination conditions, the Department shall have a right to re-enter said lands and facilities on said land, and the above described land and facilities shall thereon revert to and vest in and become the absolute property of the Department of Transportation and its assigns as such interest existed prior to this instruction.*[1]

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

Title VI Assurances – Supplement C

The following clauses shall be included in all deeds, licenses, leases, permits, or similar instruments entered into by the [Columbus Area Metropolitan Planning Organization (CAMPO) and/or its subrecipient(s)] pursuant to the provisions of Assurance 7(a).

> The (grantee, licensee, lessee, permitee, etc., as appropriate) for himself, his heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that in the event facilities are constructed, maintained, or otherwise operated on the said property described in this (deed, license, lease, permit, etc.) for a purpose for which a Department of Transportation program or activity is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permitee, etc.) shall maintain and operate such facilities and services in compliance with all other requirements imposed pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended.
>
> [Include in licenses, leases, permits, etc.]*
>
> That in the event of breach of any of the above nondiscrimination covenants, [CAMPO and/or its subrecipient(s)] shall have the right to terminate the [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon, and hold the same as if said [licenses, lease, permit, etc.] had never been made or issued.
>
> [Include in deed.]*
>
> That in the event of breach of any of the above nondiscrimination covenants, [CAMPO and/or its subrecipient(s)] shall have the right to re-enter said lands and facilities thereon, and the above described lands and facilities shall thereupon revert to and vest in and become the absolute property of [CAMPO and/or its subrecipient(s)] and its assigns.

The following shall be included in all deeds, licenses, leases, permits, or similar agreements entered into by [Columbus Area Metropolitan Planning Organization (CAMPO) and/or its subrecipient(s)] pursuant to the provisions of Assurance 7(b).

> The (grantee, licensee, lessee, permitee, etc., as appropriate) for himself, his personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds, and leases add "as a covenant running with the land") that (1) no person on the ground of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income shall be excluded from participation in, denied the benefits of, or he otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over or under such land and the furnishing of services thereon, no person on the ground of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income, shall be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permitee, etc.) shall use the premises in compliance with all other requirements imposed by or pursuant to Title 49, Code of Federal Regulations. Department of Transportation, Subtitle A, Office of the Secretary. Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964), Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended.
>
> [Include in licenses, leases, permits, etc.]*[2]
>
> That in the event of breach of any of the above nondiscrimination covenants, [CAMPO and/or its subrecipient(s)] shall have the right to terminate the [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon, and hold the same as if said [license, lease, permit, etc.] had never been made or issued.
>
> [Include in deeds]*
>
> That in the event of breach of any of the above nondiscrimination covenants, [CAMPO and/or its subrecipient(s)] shall have the right to reenter said land and facilities thereon, and the above described lands and facilities shall thereupon revert to and vest in and become the absolute property of [CAMPO and/or its subrecipient(s)] and its assigns.

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

APPENDIX B: EXTERNAL COMPLAINT POLICY, PROCEDURE, AND FORM

CAMPO COMPLAINT PROCEDURE AND FORM

Instructions:

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

These procedures do not deny the right of any individual to seek private counsel for any complaint alleging discrimination or to file a formal complaint with any government agency. Complaints may also be filed with the following government agencies:

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

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

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

It is the policy of the Columbus Area Metropolitan Planning Organization (CAMPO) to conduct a prompt and impartial investigation of all allegations of discrimination and to take prompt effective corrective action when a claim of discrimination is substantiated. Within 60 days of the receipt of the complaint, CAMPO will conduct an investigation of the allegation based on the information provided and issue a written report of its findings to the complainant. CAMPO will try to obtain an informal voluntary resolution to all complaints at the lowest level possible. A complainant's identity shall be kept confidential except to the extent necessary to conduct an investigation. CAMPO is prohibited from retaliating against any individual because he or she opposed an unlawful policy or practice, filed charges, testified, or participated in any complaint action under Title VI or other nondiscrimination authorities.

The purpose of this form is to help any person interested in filing a discrimination complaint with Columbus Area Metropolitan Planning Organization (CAMPO). You are not required to use this form. You may write a letter with the same information, sign it, and return it to the address noted on the form. All applicable items must be completed for your complaint to be investigated. Failure to provide complete information may impair the investigation of your complaint. Upon request, assistance will be provided if you are an individual with a disability or have limited English proficiency. Complaints may also be filed using alternative formats such as computer disk, audiotape, or Braille. If necessary, CAMPO staff will help an individual reduce his or her complaint to writing for his or her signature. **Please note that your complaint cannot be processed without your signature.** Please make a copy of your complaint form for your personal records, as it will not be returned. Mail the original complaint form along with any copies of documents or records relevant to your complaint to the address on the form.

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

Columbus Area Metropolitan Planning Organization (CAMPO) Title VI Complaint Form

To be Completed by Title VI Coordinator:
Date Received: _____ *Case No.:* _____ *Date of Resolution:* _____

1. Complainant contact information:

Name (first, middle, and last)	
Address (number and street, city, state and ZIP code)	
Telephone Number	E-mail Address

2. Person / agency you believe discriminated against you:

Name and Title
Name of Company
Address (number and street, city, state and ZIP code)
Telephone Number
Date of Last Discriminatory Act (month, day, year)
Complaints of discrimination must be filed within 180 days. If the alleged act of discrimination occurred more than 180 days ago, please explain your delay in filling this complaint.

3. The alleged discrimination was based on:

- ☐ Race
- ☐ Color
- ☐ National Origin
- ☐ Limited English Proficiency
- ☐ Gender Identity
- ☐ Sexual Orientation
- ☐ Age
- ☐ Disability
- ☐ Religion
- ☐ Income Status
- ☐ Retaliation

Continued on next page

4. Please describe the alleged discriminatory act. Use additional pages if needed.

5. Provide the names of any individuals with additional information regarding your complaint.

Name of Witness 1 (first, middle, last)	
Address (number and street, city, state and ZIP code)	
Telephone Number	E-mail Address
Include a brief description of the relevant information the witness may provide to support your complaint of discrimination.	
Name of Witness 2 (first, middle, last)	
Address (number and street, city, state and ZIP code)	
Telephone Number	E-mail Address
Include a brief description of the relevant information the witness may provide to support your complaint of discrimination.	

Continued on next page

6. How would you like your complaint to be resolved?

7. If you have filed a complaint alleging the same discrimination with another agency (local, state, or federal), please provide the following information for each agency.

Name of Agency	Date Complaint Filed
Case No. Assigned to Your Complaint	Current Status of Your Complaint
8. How did you learn about your right to file a discrimination complaint with CAMPO?	

9. Your signature and the date you signed this form are required below.

Signature_____Date_____

10. Please make a copy of your complaint form for your personal records, as it will not be returned. Mail the original complaint form along with any copies of documents or records relevant to your complaint.

Submit Completed Form Mailed To:
CAMPO Title VI Coordinator
Columbus City Hall, 123 Washington Street
Columbus, IN 47201

Questions:
Phone: 812-376-2550
Email: planning@columbus.in.gov

PROCEDIMIENTO Y FORMULARIO DE QUEJA DE CAMPO

Instrucciones:

Cualquier persona que crea que, como miembro de una clase protegida, ha sido discriminada por motivos de raza, color, origen nacional, género, edad, discapacidad, religión, nivel de ingresos bajos o dominio limitado del inglés, en violación del Título VI de la Ley de Derechos Civiles de 1964, en su forma enmendada, y sus estatutos, reglamentos y directivas relacionados, la Sección 504 de la Ley de Rehabilitación Vocacional de 1973, la Ley de Estadounidenses con Discapacidades de 1990, en su forma enmendada, la Ley de Restauración de Derechos Civiles de 1987, en su forma enmendada, y cualquier otro estatuto federal de no discriminación, puede presentar una queja. Una queja también puede ser presentada por un representante en nombre de dicha persona. Cualquier persona que alegue acoso o intimidación puede presentar una queja siguiendo el procedimiento indicado a continuación.

Estos procedimientos no niegan el derecho de ninguna persona a buscar asesoría legal privada por cualquier queja relacionada con discriminación, ni a presentar una queja formal ante cualquier agencia gubernamental. Las quejas también pueden presentarse ante las siguientes agencias gubernamentales:

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

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

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

Es política de la Organización de Planificación Metropolitana del Área de Columbus (CAMPO) llevar a cabo una investigación pronta e imparcial de todas las alegaciones de discriminación y tomar medidas correctivas eficaces y oportunas cuando se sustancie una reclamación de discriminación. Dentro de los 60 días posteriores a la recepción de la queja, CAMPO llevará a cabo una investigación de la alegación basándose en la información proporcionada y emitirá un informe escrito de sus conclusiones a la persona que presentó la queja. CAMPO intentará obtener una resolución voluntaria e informal de todas las quejas al nivel más bajo posible. La identidad de la persona que presenta la queja se mantendrá confidencial, excepto en la medida en que sea necesario para llevar a cabo la investigación. CAMPO tiene prohibido tomar represalias contra cualquier persona por haberse opuesto a una política o práctica ilegal, haber presentado cargos, testificado o participado en cualquier acción de queja bajo el Título VI u otras autoridades de no discriminación.

El propósito de este formulario es ayudar a cualquier persona interesada en presentar una queja de discriminación ante la Organización de Planificación Metropolitana del Área de Columbus (CAMPO). No está obligado/a a utilizar este formulario. Puede escribir una carta con la misma información, firmarla y enviarla a la dirección indicada en el formulario. Todos los campos aplicables deben completarse para que su queja pueda ser investigada. No proporcionar información completa puede perjudicar la investigación de su queja. A solicitud, se proporcionará asistencia si usted es una persona con discapacidad o tiene dominio limitado del inglés. Las quejas también pueden presentarse en formatos alternativos, como disco de computadora, cinta de audio o Braille. Si es necesario, el personal de CAMPO ayudará a una persona a redactar su queja por escrito para su firma. **Tenga en cuenta que su queja no puede ser procesada sin su firma.** Por favor, haga una copia del formulario de queja para sus registros personales, ya que no le será devuelto. Envíe el formulario de queja original junto con cualquier copia de documentos o registros relevantes para su queja a la dirección indicada en el formulario.

Las quejas de discriminación deben presentarse dentro de los 180 días posteriores a la fecha del presunto acto discriminatorio. Si el presunto acto de discriminación ocurrió hace más de 180 días, explique el motivo de su demora en presentar esta queja.

Formulario de Queja del Título VI de la Organización de Planificación Metropolitana del Área de Columbus (CAMPO)

Para ser completado por el/la Coordinador/a del Título VI:

Fecha de recepción: _____ *Número de caso:* _____ *Fecha de resolución:* _____

1. Información de contacto de la persona que presenta la queja:

Nombre (nombre, segundo nombre y apellido)	
Dirección (número y calle, ciudad, estado y código postal)	
Número de teléfono	Correo electrónico

2. Persona o agencia que usted cree que discriminó en su contra:

Nombre y cargo
Nombre de la empresa
Dirección (número y calle, ciudad, estado y código postal)
Número de teléfono
Fecha del último acto discriminatorio (mes, día, año)
Las quejas de discriminación deben presentarse dentro de los 180 días. Si el presunto acto de discriminación ocurrió hace más de 180 días, explique el motivo de su demora en presentar esta queja.

3. La presunta discriminación se basó en:

- ☐ Raza
- ☐ Color
- ☐ Origen nacional
- ☐ Dominio limitado del inglés
- ☐ Identidad de género
- ☐ Orientación sexual
- ☐ Edad
- ☐ Discapacidad
- ☐ Religión
- ☐ Nivel de ingresos
- ☐ Represalia

Continúa en la página siguiente

4. Por favor, describa el presunto acto discriminatorio. Use páginas adicionales si es necesario.

5. Proporcione los nombres de cualquier persona que tenga información adicional relacionada con su queja.

Nombre del Testigo 1 (nombre, segundo nombre, apellido)	
Dirección (número y calle, ciudad, estado y código postal)	
Número de teléfono	Dirección de correo electrónico
Incluya una breve descripción de la información relevante que el testigo pueda proporcionar para apoyar su queja de discriminación.	
Nombre del Testigo 2 (nombre, segundo nombre, apellido)	
Dirección (número y calle, ciudad, estado y código postal)	
Número de teléfono	Dirección de correo electrónico
Incluya una breve descripción de la información relevante que el testigo pueda proporcionar para apoyar su queja de discriminación.	

Continúa en la página siguiente

6. ¿Cómo le gustaría que se resolviera su queja?

7. Si ha presentado una queja por la misma discriminación ante otra agencia (local, estatal o federal), proporcione la siguiente información para cada agencia.

Nombre de la agencia	Fecha en que se presentó la queja
Número de caso asignado a su queja	Estado actual de su queja
8. ¿Cómo se enteró de su derecho a presentar una queja de discriminación ante CAMPO?	

9. Su firma y la fecha en que firmó este formulario son obligatorias a continuación.

Firma_____ Fecha_____

10. Por favor, haga una copia del formulario de queja para sus registros personales, ya que no le será devuelto. Envíe el formulario de queja original junto con cualquier copia de documentos o registros relevantes para su queja.

Envíe el formulario completado por correo a:
CAMPO Title VI Coordinator
Columbus City Hall, 123 Washington Street
Columbus, IN 47201

Preguntas :
Número de teléfono: 812-376-2550
Dirección de correo electrónico:
planning@columbus.in.gov

APPENDIX C: COMPLAINT LOG

CAMPO TITLE VI COMPLAINT LOG

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

APPENDIX D: VOLUNTARY PUBLIC INVOLVEMENT SURVEY

The Indiana Department of Transportation (INDOT) requires local agencies which are recipients of federal funds to develop a procedure for gathering statistical data regarding participants and beneficiaries of its federal-aid highway programs and activities (23 CRF §200.9(b)(4)). CAMPO is distributing this voluntary survey to fulfill that requirement to gather information about the populations affected by proposed projects. You are not required to complete this survey. CAMPO will use this form to monitor its programs and activities for compliance with Title VI and the Civil Rights Act of 1964, as amended, and its related statutes and regulations. If you have any questions regarding CAMPO responsibilities under Title VI, please contact the Title VI Coordinator at 812-376-2550.

Submittal of this information is voluntary. If you prefer not to answer a question, just leave it blank.

Date of Meeting:		**Name of Meeting:**	
Reason(s) for Attending (ex. name of project):			
How did you hear about this meeting?:			
How did you travel to this meeting?: ☐ City Bus ☐ Wheelchair ☐ Bicycle ☐ Personal vehicle ☐ Walked ☐ Other_____		**Race and Ethnicity (check all that apply):** ☐ White ☐ American Indian or Alaska Native ☐ Asian ☐ Native Hawaiian or other Pacific Islander ☐ Hispanic or Latino ☐ Other_____ ☐ Black or African American	
Disability: ☐ Yes ☐ No	**Gender:** ☐ Male ☐ Female ☐ Transgender ☐ Nonbinary ☐ Other_____	**Age:** ☐ 1-21 ☐ 22-40 ☐ 41-65 ☐ 65+	**Household Income:** ☐ $0-$50,000 ☐ $50,001-$100,000 ☐ $100,001-$200,000 ☐ $200,001+

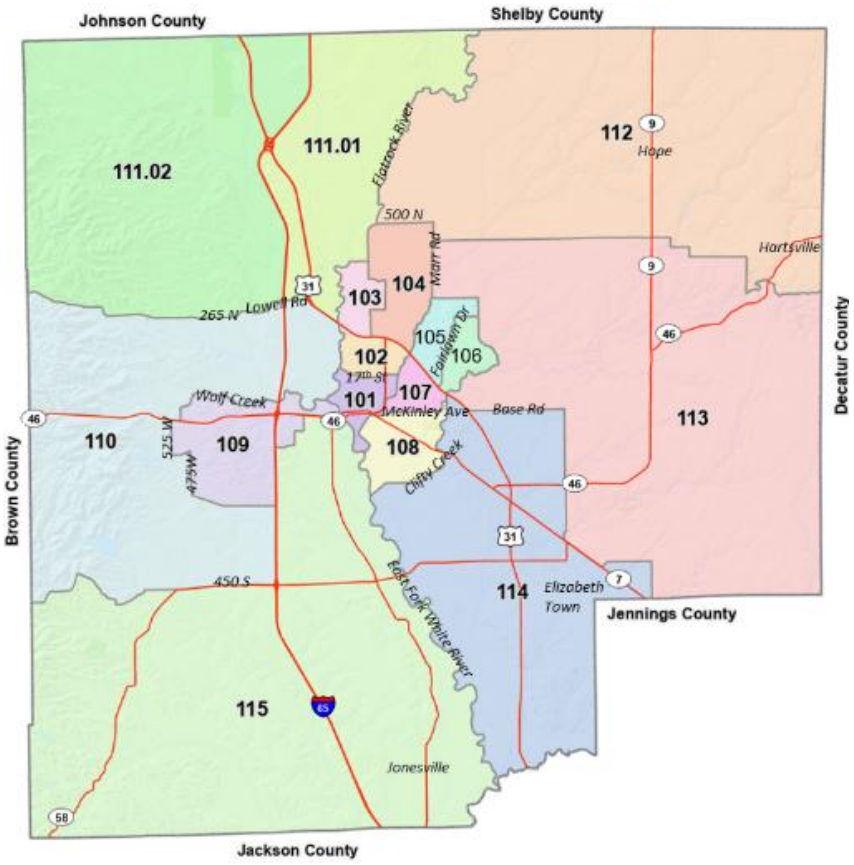
Do you communicate in any other languages other than English? If yes, please list.

_____

Where do you live? (Name of your community, neighborhood, and/or Census Tract number) See Census Tract Map for Bartholomew County, IN.

_____

You may return the survey by folding it and placing it on the registration table, or by mailing it to the CAMPO Title VI coordinator at Columbus City Hall, 123 Washington Street, Columbus, IN 47201 or planning@columbus.in.gov.



APPENDIX E: LANGUAGE LINE POSTER

LanguageLine Solutions®

Interpreting Services Available

English Translation: Point to your language. An interpreter will be called. The interpreter is provided at no cost to you.

American Sign Language Point to your language. An interpreter will be called. The interpreter is provided at no cost to you.	**Korean** 한국어 귀하께서 사용하는 언어를 지정하시면 해당 언어 통역 서비스를 무료로 제공해 드립니다.
Arabic عربي أشر إلى لغتك. وسيتم الاتصال بمترجم فوري. كما سيتم إحضار المترجم الفوري مجانًا.	**Mandarin** 國語 請指認您的語言，以便為您提供免費的口譯服務。
Bengali বাংলা আপনার ভাষার দিকে নির্দেশ করুন। একজন দোভাষীকে ডাকা হবে।দোভাষী আপনি নিখরচায় পাবেন।	**Nepali** नेपाली आफ्नो भाषातर्फ औंल्याउनुहोस्। एक दोभाषेलाई बोलाइनेछ। तपाईंको विना कुनै खर्चको, एकजना दोभाषे उपलब्ध गराइनेछ।
Burmese မြန်မာ သင့်ဘာသာစကားကို ညွှန်ပြပါ။ စကားပြန် ခေါ်ပေးပါမယ်။ သင့်အတွက် စကားပြန် အခမဲ့ ပေးပါမယ်။	**Polish** Polski Proszę wskazać swój język i wezwiemy tłumacza. Usługa ta zapewniana jest bezpłatnie.
Cantonese 廣東話 請指認您的語言，以便為您提供免費的口譯服務。	**Portuguese** Português Indique o seu idioma. Um intérprete será chamado. A interpretação é fornecida sem qualquer custo para você.
Farsi فارسي زبان مورد نظر خود را مشخص کنید. یک مترجم برای شما درخواست خواهد شد. مترجم بصورت رایگان در اختیار شما قرار می گیرد.	**Punjabi** ਪੰਜਾਬੀ ਆਪਣੀ ਭਾਸ਼ਾ ਵੱਲ ਇਸ਼ਾਰਾ ਕਰੋ। ਜਿਸ ਮੁਤਾਬਕ ਇਕ ਦੁਭਾਸ਼ੀਆ ਬੁਲਾਇਆ ਜਾਵੇਗਾ। ਤੁਹਾਡੇ ਲਈ ਦੁਭਾਸ਼ੀਆ ਦੀ ਮੁਫਤ ਇੰਤਜ਼ਾਮ ਕੀਤਾ ਜਾਂਦਾ ਹੈ।
French Français Indiquez votre langue et nous appellerons un interprète. Le service est gratuit.	**Romanian** Română Indicați limba pe care o vorbiți. Vi se va face legătura cu un interpret caare vă este asigurat gratuit.
Haitian Creole Kreyòl Lonje dwèt ou sou lang ou pale a epi n ap rele yon entèprèt pou ou. Nou ba ou sèvis entèprèt la gratis.	**Russian** Русский Укажите язык, на котором вы говорите. Вам вызовут переводчика. Услуги переводчика предоставляются бесплатно.
Hindi हिंदी अपनी भाषा को इंगित करें। जिसके अनुसार आपके लिए दुभाषिया बुलाया जाएगा। आपके लिए दुभाषिया की निशुल्क व्यवस्था की जाती है।	**Somali** Af-Soomaali Farta ku fiiqluqadaada… Waxa laguugu yeeri doonaa turjubaan. Turjubaanka wax lacagi kaaga bixi mayso.
Hmong Hmoob Taw rau koj hom lus. Yuav hu rau ib tug neeg txhais lus. Yuav muaj neeg txhais lus yam uas koj tsis tau them dab tsi.	**Spanish** Español Señale su idioma y llamaremos a un intérprete. El servicio es gratuito.
Italian Italiano Indicare la propia lingua. Un interprete sarà chiamato. Il servizio è gratuito.	**Tagalog** Tagalog Ituro po ang inyong wika. Isang tagasalin ang ipagkakaloob nang libre sa inyo.
Japanese 日本語 あなたの話す言語を指してください。無料で通訳サービスを提供します。	**Vietnamese** Tiếng Việt Hãy chỉ vào ngôn ngữ của quý vị. Một thông dịch viên sẽ được gọi đến, quý vị sẽ không phải trả tiền cho thông dịch viên.

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APPENDIX F: ACCOMPLISHMENTS AND GOALS REPORT

This section outlines accomplishments and goals set forth by CAMPO to comply with Title VI requirements and statutes.

RECENT ACCOMPLISHMENTS	COMPLETION
• Title VI Coordinator created training waiver.	October 2025
• CAMPO staff training completed.	October 2025
• Open House sign-in sheet amended to include some questions from Voluntary Public Involvement Survey. Increase in public engagement.	November 2025
• Complaint form translated to Spanish & posted on CAMPO website.	April 2026
• There has been zero Title VI complaints against CAMPO since the last Title VI plan was adopted.	September 2026

GOALS
• Make updated Title VI Implementation Plan available to CAMPO employees and the public.
• Ensure that the Voluntary Public Involvement Survey form is available at all public meetings.
• Ensure that assurances are being used in contracts for federal projects.
• Maintain the Title VI training program for CAMPO staff.
• Strive for zero complaints against CAMPO. If there is a complaint, respond to and investigate all complaints per the stated procedures and consult with the complainant to determine the best possible solution moving forward.
• Continually attend trainings and update appropriate CAMPO policies and procedures to maintain compliance.