



TITLE VI ACCOMPLISHMENTS & GOALS REPORT

This outline is for LPA and other governmental entities to report Title VI activities that occurred over the past year and report Title VI goals for the upcoming year. Reports must be returned on or before due date to meet eligibility requirements for federal funding. Send to TitleVI@WSDOT.wa.gov

DUE DATES: November 1, 2023

Contact Information

County Administrative Head (signature on Standard Assurances): Trisha Logue, Skagit County Administrator

Mailing Address: 1800 Continental Place

City: Mount Vernon, WA Zip Code: 98273

County: Skagit

Phone #: 360-416-1400

email address: trishal@co.skagit.wa.us

County Engineer: Grace Kane, P.E

Mailing Address: 1800 Continental Place

City: Mount Vernon, WA Zip Code: 98273

County: Skagit

Phone #: 360-416-1400

email address: gracek@co.skagit.wa.us

Title VI coordinator*: Michael See, Assistant Public Works Director

Mailing Address: 1800 Continental Place

City: Mount Vernon, WA Zip Code: 98273

County: Skagit

Phone #: 360-416-1400

email address: michaels@co.skagit.wa.us

*When the Title VI coordinator changes, notify TitleVI@WSDOT.wa.gov within 30 days.

To comply with Title VI requirements, each annual report submission must include signed Standard Assurances (USDOT1050.2A).

- See Appendix "A" for current signed DOT Assurances form #USDOT1050.2A.

Accomplishments:

1. Have there been any changes to the approved Title VI Plan that have not been reported to OEO? If yes, please submit an update to the Title VI Plan with a new signature.
 - No changes have been made to the Title VI Plan approved on April 27th, 2023.
2. Organization, Staffing, Structure – Describe the Title VI Program reporting structure including the Title VI Coordinator, Administrative Head, and transportation-related staff. The list should include name, race, color, and national origin of each individual.
 - County Administrator – The County Administrator is authorized to ensure compliance with provisions of the County's policy of nondiscrimination and with the law, including the requirements of 23 CFR Part 200 and 49 CFR Part 21. The

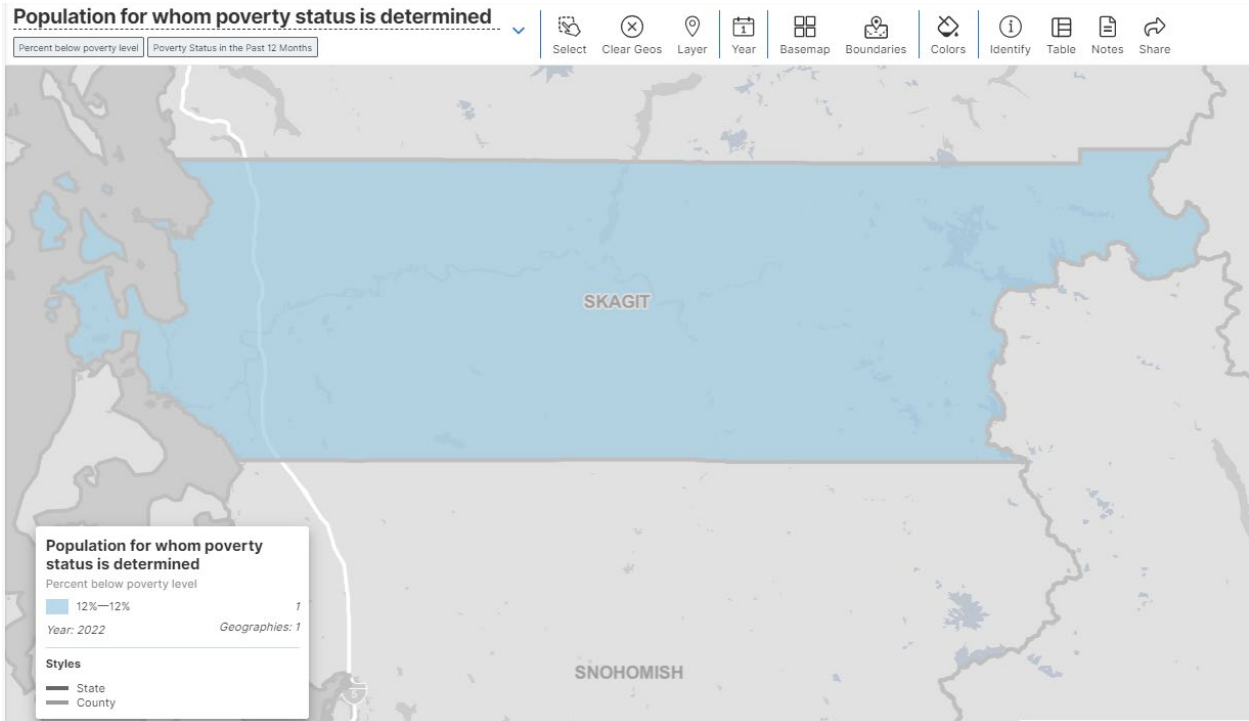
County's grants compliance function and Title VI coordination shall be performed under the authority of the County Administrator.

- Title VI Coordinator – Skagit County Public Works has assigned the Assistant Public Works Director within Public Works to act as the Title VI Coordinator and ensure implementation of the County's Title VI Federally Funded Transportation Program. The Title VI Coordinator has direct access to the County Administrator.
- Title VI Specialists – Skagit County Public Works has two designated Title VI Specialists. The Specialists shall work with the Title VI Coordinator to compile data for annual reporting and share information with other departments regarding the Title VI plan and reporting period goals. The Specialists also collaborate with the Title VI Coordinator to implement Skagit County Public Works Title VI annual goals and assist with the preparation of the annual report.
- Title VI Liaisons - Additionally, Skagit County Public Works has designated Title VI Liaisons in departmental special emphasis program areas. These key programs or departmental areas are subject to receiving federal assistance through grants or other types of transportation related funding or are responsible for implementing County directives and policies to ensure civil rights compliance and equal opportunity. The liaisons are responsible for enduring compliance, program monitoring, reporting, and training within the respective programs.
- Reporting Structure Staffing Table:

Title	Title VI Role	Race	Color	National Origin
County Administrator	County Administrator	Caucasian	White	USA
Assistant Public Works Director	Title VI Coordinator	Caucasian	White	USA
Assistant County Engineer	Title VI Specialist	Caucasian	White	USA
Administrative Assistant, Contracts & Grants	Title VI Specialist	Caucasian	White	USA
Human Resources Manager	Title VI Liaison	Caucasian	White	USA
Transportation Section Manager	Title VI Liaison	Caucasian	White	USA
Natural Resources Division Manager	Title VI Liaison	Caucasian	White	USA
Ops - Administrative Supervisor	Title VI Liaison	Caucasian	White	USA

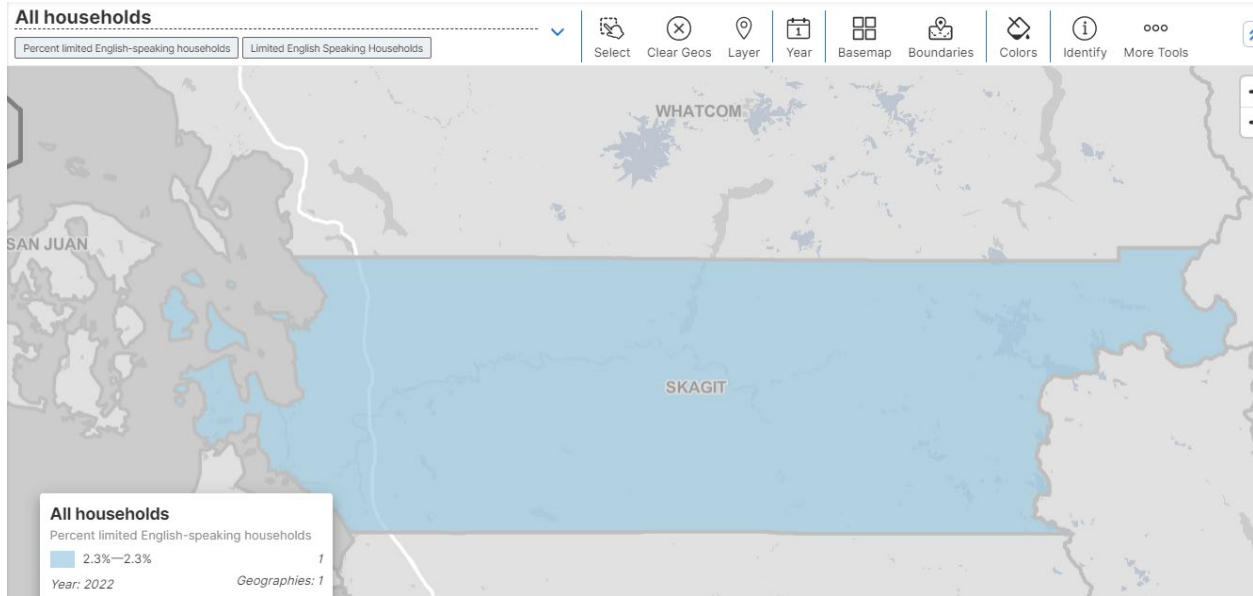
3. Community Demographics – Using a map of the LPA's boundaries, describe the demographics of the LPA's service area (e.g., race, color, national origin, low-income). List, by individual languages, the percent of the population(s) that is limited English proficient.

Skagit County, Washington Language Spoken at Home - 2022												
Label	Total		Percent		Percent of specified language speakers							
	Estimate	Margin of Error	Estimate	Margin of Error	Speak English only or speak English "very well"		Percent speak English only or speak English "very well"		Speak English less than "very well"		Percent speak English less than "very well"	
					Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population 5 years and over	124,544	±203	(X)	(X)	117,040	±1,295	94.0%	±1.0	7,504	±1,297	6.0%	±1.0
Speak only English	103,059	±2,113	82.7%	±1.7	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Speak a language other than English	21,485	±2,137	17.3%	±1.7	13,981	±1,967	65.1%	±5.5	7,504	±1,297	34.9%	±5.5
SPEAK A LANGUAGE OTHER THAN ENGLISH												
Spanish	17,399	±1,882	14.0%	±1.5	11,226	±1,712	64.5%	±5.9	6,173	±1,121	35.5%	±5.9
Other Indo-European languages	1,550	±691	1.2%	±0.6	1,379	±637	89.0%	±11.1	171	±185	11.0%	±11.1
Asian and Pacific Island languages	2,210	±571	1.8%	±0.5	1,064	±470	48.1%	±18.3	1,146	±503	51.9%	±18.3
Other languages	326	±245	0.3%	±0.2	312	±244	95.7%	±8.1	14	±22	4.3%	±8.1
CITIZENS 18 YEARS AND OVER												
All citizens 18 years old and over	97,337	±1,201	(X)	(X)	94,227	±1,205	96.8%	±0.8	3,110	±823	3.2%	±0.8
Speak only English	86,027	±1,566	88.4%	±1.5	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Speak a language other than English	11,310	±1,463	11.6%	±1.5	8,200	±1,367	72.5%	±6.7	3,110	±823	27.5%	±6.7
Spanish	9,346	±1,410	9.6%	±1.4	6,617	±1,269	70.8%	±7.7	2,729	±816	29.2%	±7.7
Other languages	1,964	±545	2.0%	±0.6	1,583	±531	80.6%	±9.8	381	±191	19.4%	±9.8



B02001 Race		
Skagit County, Washington		
Label	Estimate	Margin of Error
▼ Total:	131,179	*****
White alone	97,034	±2,312
Black or African American alone	1,782	±664
American Indian and Alaska Native alone	2,054	±1,271
Asian alone	2,905	±366
Native Hawaiian and Other Pacific Islander alone	320	±178
Some Other Race alone	15,878	±3,196
▼ Two or More Races:	11,206	±2,182
Two races including Some Other Race	5,617	±1,708
Two races excluding Some Other Race, and three or more races	5,589	±1,663

Percentage of Limited English Speaking Households in Skagit County – data.census.gov



Data sourced from US Census Bureau: www.census.gov/quickfacts/

Population	
Population Estimates, July 1, 2022, (V2022)	131,179
Population estimates base, April 1, 2020, (V2022)	129,515
Population, percent change - April 1, 2020 (estimates base) to July 1, 2022, (V2022)	1.3%
Population, Census, April 1, 2020	129,523
Population, Census, April 1, 2010	116,901
Age and Sex	
Persons under 5 years, percent	5.2%
Persons under 18 years, percent	20.8%
Persons 65 years and over, percent	22.5%
Female persons, percent	50.1%
Race and Hispanic Origin	
White alone, percent	89.8%
Black or African American alone, percent (a)	1.2%
American Indian and Alaska Native alone, percent (a)	2.7%
Asian alone, percent (a)	2.6%
Native Hawaiian and Other Pacific Islander alone, percent (a)	0.4%
Two or More Races, percent	3.4%
Hispanic or Latino, percent (b)	19.9%
White alone, not Hispanic or Latino, percent	72.4%

4. Complaints – Provide a copy of the LPA’s Title VI complaint log, including new Title VI complaints received during this reporting period and any still pending. Include the basis of the complaint (race, color, national origin) and describe the disposition (status/outcome).
 - Skagit County Public Works will respond to Title VI complaints in accordance with the County’s approved Title VI Plan. No complaints were received during this reporting period.
5. Planning – Describe the transportation planning activities performed this reporting period. Describe the actions taken to promote Title VI compliance regarding transportation planning, including monitoring and review processes, community involvement, their outcome or status. Include examples of community outreach.
 - The County Transportation/Programs Section Manager has responsibility for providing long-range planning, program development, and capital programming necessary to provide efficient transportation services to County citizens. The County Transportation/Programs Section Manager annually updates and coordinates Skagit County’s six-year plan for transportation improvement programs and projects. The update also informs other Skagit County jurisdictions of the current planning direction for transportation needs.

Skagit County is currently working with Transpo Group USA Incorporated (C20210510) to collect data and prepare an ADA Transition Plan for Public Rights of Way. Data has been collected and the final plan is currently being written. The completed plan will be publicly presented to the board of County Commissioners, and posted on the Skagit County Website for public review. This plan will be utilized Skagit County Public Works to identify areas of need, and design projects to eliminate barriers to members of the community within Skagit County Public Rights of Way. The ADA Transition Plan for Public Rights of Way is expected to be complete by the end of 2023.

Public Meetings are held to encourage community awareness and involvement in upcoming plans and projects. Public Hearings are advertised on the County webpage as well as in the local newspaper. In addition to in person meetings, attendance is also possible via phone or Zoom, and can be viewed on the Skagit 21 link on the Skagit County Website.

In addition to public Hearings, project related public meetings are sometimes held to share upcoming information within the community. Skagit County utilizes the County Webpage, social media, press releases via GovDelivery, and sometimes paper mailings to advertise these upcoming project events to encourage participation from all members of the community.

The Voluntary Title VI Public Involvement form is always available in the Commissioners Hearing Room next to a locked collection box for form submittals. The box is checked, and forms are collected by the Title VI Specialists. The Voluntary Title VI Public Involvement form is also made available at offsite public meetings.

Public Hearings & Community Meeting 10/1/2022 - 9/30/2023		Date	Forms Available	Forms Received
1	Public Hearing to consider testimony regarding the vacation of County ROW known as Lindegren Rd	10/18/2022	yes	None
2	Public Hearing for the proposed establishment and adoption of policies and procedures for operating Small Unmanned Aircraft Systems by Skagit County Public Works	10/10/2022	Yes	None
3	Public Hearing to consider testimony regarding the 2023-2028 Six Year Transportation Improvement Program	11/22/2022	Yes	None
4	Public Hearing to consider testimony regarding amending the Guemes Island Ferry Rates Structure	2/28/2023	Yes	None
5	Public Hearing to consider testimony regarding the establishment and adoption of policies and procedures for operating Small Unmanned Aircraft Systems by Skagit County Public Works	2/28/2023	Yes	None
6	Public Hearing to consider testimony regarding Revision No. 1 to the 2023-2028 Six Year Transportation Improvement Program	4/25/2023	Yes	None
7	Public Hearing to consider testimony regarding the Guemes Island Ferry Rate Study and proposed changes to the fares	6/8/2023	Yes	None
8	Public Hearing to consider testimony regarding the sale or disposal of County surplus property consisting of vehicles and equipment	9/12/2023	Yes	None
9	East County Community Meeting - Commissioners and representatives from Planning, Health, Public Works, DEM, Facilities & Sheriff's office to respond to community questions	9/25/2023	Yes	None

6. Right-of-way actions – Describe activities during this reporting period associated with the purchase, sale, lease/use, or transfer of real property (related to highway transportation/public right-of-way use). Include demographic information of affected populations. For example, the race, color, national origin of affected property/business owners(s)/tenant(s).

- Skagit County conducted 4 Right of Way (ROW) transactions during this reporting period that were related to transportation/public right-of-way use. There were no relocations during this reporting period. Demographic information is as follows:

ROW	Project	Race	Color	National Origin
1 -TCE	Fonk Road Culvert Project	Caucasian	White	USA
1 -TCE	Fisher Creek Restoration at Cedardale & Starbird Creeks	Unknown	Unknown	Unknown
1 -TCE	Fisher Creek Restoration at Cedardale & Starbird Creeks	Unknown	Unknown	Unknown
1 -TCE	Fisher Creek Restoration at Cedardale & Starbird Creeks	Unknown	Unknown	Unknown

7. Identify right-of-way appraisers and acquisition staff (used during this reporting period) by race, color, national origin.
- Skagit County worked with subconsultant Tierra Right of Way Services, Ltd. for ROW appraisal and acquisition of 3 Temporary Construction Easements. One TCE was executed by Skagit County Staff under the oversight of the County Engineer, who holds authority per the Skagit County Right of Way Procedures (A20220105). No compensation is associated with this TCE. RES Group NW, LLC & DCI Engineers are under contract for ROW services with Skagit County, but did not perform ROW services within this reporting period.

Name	Race	Color	National Origin
Skagit County Public Works	Asian	Olive	USA
RES Group NW, LLC	Asian	Olive	USA
DCI Engineers	Caucasian	White	USA
DCI Engineers	Pacific Islander / 2 or more races	Olive	USA
Tierra Right of Way Services, Ltd.	Mexican/Yaqui Indian	Brown	Hispanic

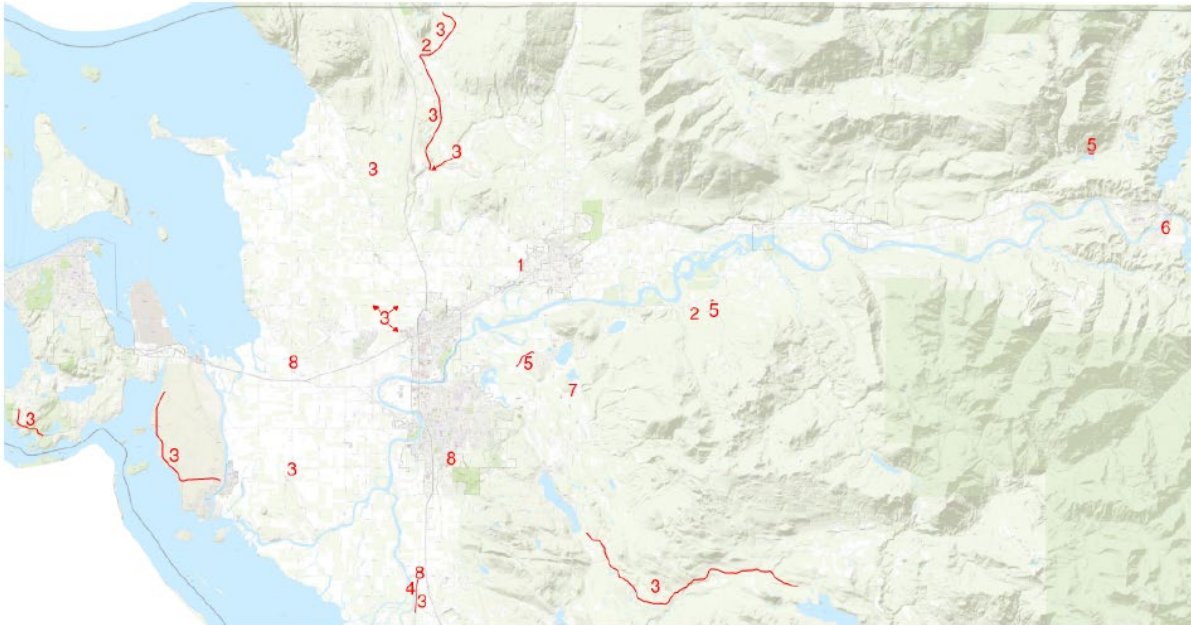
8. Studies and Plans – Were any transportation studies (including environmental reviews) conducted or transportation plans completed during this reporting period? Identify the data source(s) and provide data summary (Title VI/Environmental Justice Analysis) relative to ethnicity, race, languages spoken, neighborhoods, income levels, physical environments, and/or travel habits. Explain how data was used in these studies/reviews/plans.
- Studies Conducted Which Provide Data Relative to Minority Persons, Neighborhoods, Income Levels, Physical Environments, and Travel Habits – Skagit County Public Works continues to review all proposed projects for their potential to have a disproportionate impact on low-income and minority populations that are subject to additional consideration in accordance with applicable Title VI and Environmental Justice provisions. No EJ reports were completed for this reporting period.

Environmental Review – Skagit County Public Works strives to ensure that the promotion of environmental integrity in the design, construction, and maintenance of transportation systems that serve the needs of the Skagit County’s various communities. Skagit County Public Works responds to the requirements of the National Environmental Policy Act (NEPA) and the State Environmental Policy Act (SEPA) to ensure that all projects meet these provisions, as required by Washington State and the Federal Government.

During this reporting period, Skagit County Public Works conducted (4) NEPA and (2) SEPA environmental reviews. The completed environmental reviews did not identify impacts to minority or economically disadvantaged communities.

Sepa/Nepa/EJ Reports		SEPA	NEPA	EJ
1	Barrier Protection Project #ES78600-1	N/A	CE signed 1/10/2023	N/A
2	Bayview Edison Joe Leary Slough Bridge Deck Overlay	DNS Rec'd 5/30/23	CE signed 4/28/23	N/A
3	Fisher Creek Restoration at Starbird	N/A	CE signed 8/1/23	N/A
4	Fisher Creek Restoration at Cedardale	N/A	CE signed 8/1/23	N/A
5	Concrete Sauk-Valley Rd Bank Stabilization @ MP13	DNS Rec'd 1/6/23	N/A	N/A

9. Project Location and Design – Provide a list of construction projects that began during this reporting period. Using a map of the LPAs service area, identify project locations, and a brief description of the projects' benefits/burdens to affected populations.
- Projects beginning construction during this reporting period:



1. Cook Road Pedestrian Crossing ES63000-10
2. Active Warning Signs ES53540-5
3. Lane Departure Reduction ES80090-5
4. 2023 HMA Overlay ESHMA23-1
5. Barrier Protection ES78600-1
6. Cedar Grove Ave Culvert/Pedestrian Bridge WA402229
7. Fonk Road (Emergency Resolution #R20220238)
8. Landscape Maintenance

Projects beginning Construction Oct 1 through Sep 30

	Project Name	Location	Benefits to Population	Burden to Population
1	Cook Road Pedestrian Crossing Project #ES63000-10	Cook Road in Sedro Woolley, WA, near Prospect Street	Pedestrian Safety improvements including ADA compliant curb ramps, retroreflective plastic crosswalk line, raised refuge island, and pedestrian crossing signs with rapid flashing beacons.	Traffic delays due to construction / single lane closures
2	Active Warning Signs (Install Active Warning Signs) #ES53540-5	Alger Cain Lake Road and South Skagit Hwy	Install active reflective signs to indicate freezing temperatures and slick road conditions	Traffic delays due to construction / single lane closures
3	Lane Departure Reduction, Intersection Awareness, Signing and Delineation Project #ES80090-5	Rosario Road, Snee-oosh Rd, Pioneer Hwy, Old Hwy 99 North, Alger Cain Lake Rd, and LED Stop Signs at various locations in Burlington & Mount Vernon.	Lane departure reduction, intersection awareness, signage and delineation improvements.	Traffic delays due to construction / single lane closures
4	2023 HMA Overlay #ESHMA23-1	Pioneer Highway MP 1.90 - MP 2.96	HMA Resurfacing of 1.06 miles of Pioneer Highway to preserve the roadway and protect the underlying structure	Traffic delays due to construction / single lane closures
5	Barrier Protection Project #ES78600-1	Mud Lake Road, Baker Lake Road, and South Skagit Hwy	Installation of guardrail with guideposts	Traffic delays due to construction / single lane closures
6	Cedar Grove Ave Culvert/Pedestrian Bridge	Cedar Grove Ave. at Ovenell Slough	Replace existing road culvert, and install single span bridge. Project restores rearing habitat for Chinook Salmon and other species	Noise during construction

7	Fonk Road (Emergency Resolution #R20220238)	Fonk Road at Little Day Creek	Temporary replacement to failed culvert below road.	Detour due to road closure during construction
8	Landscape Maintenance	Conway Round about, LaVenture Rd. Median, Solid Waste Transfer Station	Provide landscaping services at various locations to maintain ROW visibility	Possible distraction due to workers in ROW areas.

10. Other Public Meetings – List other public meetings held during this reporting period. Identify efforts used to encourage citizen participation at those meetings. Detail dates, times, locations, attendance, and provide examples of outreach materials.

Skagit County Public Works held eight public hearings, and one community meeting open to public comment on various topics were held during this reporting period. Legal Notices for Public Hearings are published at least twice in the Skagit Valley Herald prior to the date of the Public Hearings. Public Hearings are also listed on the Commissioners Calendar, which is available to the public. Skagit County also utilizes social media and press releases via GovDelivery to notify the public of upcoming events. Public Hearings are broadcast to the public via Skagit 21. These broadcasts are available to view live or on demand. The Voluntary Title VI Public Involvement form is always available in the Commissioners Hearing Room next to a locked collection box for form submittals. The forms are collected by the Title VI Specialists and saved for Title VI reporting requirements, per Title 23, Code of Federal Regulations, Part 200.9(b)(4). Voluntary Title VI Public Involvement forms are also made available at off-site Public Hearings and Public Meetings.

Public Hearings/Meetings 10/1/2022 – 9/30/2023				
	Purpose of Meeting	Date	Forms Available	Forms Received
1	Public Hearing to consider testimony regarding the vacation of County ROW known as Lindegren Rd	10/18/2022	yes	None
2	Public Hearing for the proposed establishment and adoption of policies and procedures for operating Small Unmanned Aircraft Systems by Skagit County Public Works	10/10/2022	Yes	None
3	Public Hearing to consider testimony regarding the 2023-2028 Six Year Transportation Improvement Program	11/22/2022	Yes	None
4	Public Hearing to consider testimony regarding amending the Guemes Island Ferry Rates Structure	2/28/2023	Yes	None

5	Public Hearing to consider testimony regarding the establishment and adoption of policies and procedures for operating Small Unmanned Aircraft Systems by Skagit County Public Works	2/28/2023	Yes	None
6	Public Hearing to consider testimony regarding Revision No. 1 to the 2023-2028 Six Year Transportation Improvement Program	4/25/2023	Yes	None
7	Public Hearing to consider testimony regarding the Guemes Island Ferry Rate Study and proposed changes to the fares	6/8/2023	Yes	None
8	Public Hearing to consider testimony regarding the sale or disposal of County surplus property consisting of vehicles and equipment	9/12/2023	Yes	None
9	East County Community Meeting - Commissioners and representatives from Planning, Health, Public Works, DEM, Facilities & Sheriff's office to respond to community questions	9/25/2023	Yes	None

- Identify members of the LPA's transportation planning groups by race, color, and national origin.

Transportation Programs Staff	Race	Color	National Origin
Transportation Programs Section Mngr.	Caucasian	White	USA
Traffic Engineering Technician IV	Caucasian	White	USA
Engineering Technician V	Caucasian	White	USA
Engineering Technician II	Caucasian	White	USA
Engineering Technician I	Asian	Not Disclosed	USA
Design Team Staff	Race	Color	National Origin
Engineering Technician II	Caucasian	White	USA
Engineering Technician III	Caucasian	White	USA
Engineering Technician II	Caucasian	White	USA

- Specify methods used to collect demographic information from the transportation-related public meetings. (Self-identification surveys, notes by staff, etc.) Include summaries of Public Involvement Forms collected at each meeting, listing the demographics of those who attended by meeting.
 - Skagit County Public Works utilizes the WSDOT Voluntary Public Involvement Form to track data from Public Hearings and meetings. Completed forms are collected by the Title VI Specialists for record keeping and reporting purposes. The Voluntary Title VI Public Involvement form is always available in the Commissioners Hearing Room next to a locked collection box for form submittals.

- List any language assistance services requested. For which languages? Who provided the service? In addition, list vital documents translated during the reporting period and identify the languages.
 - Skagit County Public Works contracts with The Language Exchange (C20220515) for translation, transcription, and interpretation services.
 - No Interpretation services were requested during this reporting period.
 - The Skagit County Title VI Plan was translated into Spanish and posted on the Skagit County Webpage.

11. Transportation-related Construction and Consultant Contracts (if applicable) – Briefly describe the process used to advertise and award construction contracts during this reporting period. Include the process for negotiated contracts (e.g., consultants).

- Construction Contracts – Locally funded projects are procured according to the Skagit County Purchasing Policy (R20030146, R20220147). State or federally funded projects are procured by following the procedures listed in the Skagit County Purchasing Policy and Chapter 46 of the WSDOT LAG Manual. This process includes, but is not limited to, executing a Resolution to Call for Bids, public advertisement of the Legal Notice in the local newspaper, public posting of the Resolution/Legal Notice, Plans, Specifications, and Estimate on the Skagit County Website, public Bid Openings broadcast via Skagit 21, and posting of bid results to the Skagit County Website.

- Consultant Contracts:

Design activities are performed by the Skagit County Public Works Engineering Technician Design Team. When workloads increase to a level beyond levels that can be completed by internal staff alone, Skagit County follows the procedures laid out in LAG Chapter 31 to solicit contracts with consulting firms to assist with the design of upcoming projects.

Procurement Information System – Skagit County Public Works requests Letters of Interest, Statement of Qualifications and Proposals from all firms qualified and interested in providing professional services for contracts awarded by Skagit County Public Works. Skagit County posts information on current Requests for Proposals on its Internet Website. Proposals identify the types of sub consulting opportunities that may be available on the project for informational purposes.

Advertisement in Local Papers and Agency Procurement Website – Skagit County Public Works advertises Requests for Proposals for consulting services in local papers and on its Procurement Website. The scope, size and duration of these contracts vary in size to promote diversity in the number and size of firms competing for these awards. Some contracts are for complete design services on a single project. Others may be for environmental reviews, traffic analysis, mediators or a wide range of professional services. Skagit County Public Works solicits some small A&E contracts from consultants using the MRSC Roster.

Negotiation Process with Consultants – Skagit County notifies the consultant of their selection in writing, and corresponds via phone or email with the consultant to reach a complete and mutual understanding of the scope of services, and begin negotiations on the terms of the agreement and fees. Fees are submitted by the

consultant and reviewed by the Project Manager. Upon approval of the scope, fee and contract terms, the contract is assembled and routed for signatures and execution.

12. Describe the actions taken to promote construction contractor/consultant compliance with Title VI by construction contractors/consultants, including monitoring and review processes, and their outcomes/status (e.g. what Title VI language was included in contracts and agreements; were contractors and consultants reviewed to ensure compliance; what Title VI responsibilities are explained to contractors and consultants?)
- Skagit County Public Works continues to insert the following notification in all solicitations for bids or work or material subject to the Regulations made in connection with the Federal Aid Highway Program and in adapted form in all proposals for negotiated agreements. The bid documents (plus any applicable addendums) become the binding Contract between the County and the Contractor upon signing.

Skagit County, in accordance with 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 in 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.

Efforts made to Utilize Minority and Female Consultants and Sub-consultants in Federally-Assisted Contracts – It is the policy of Skagit County to comply with Title 49 of the Code of Federal Regulations, Part 26, to ensure that Disadvantaged Businesses, including minorities and women, have an equal opportunity to receive and participate in federally-assisted contracts. Skagit County does not exclude any person from participation in, deny any person the benefits of, or otherwise discriminate in connection with the award or performance of any contract covered by 49 CFR Part 26 on the basis of race, color, or national origin. Efforts made to use minority and female consultants during the reporting period include the following outreach activities:

Disadvantaged Business Enterprise (DBE) Goals – As part of Skagit County Public Works outreach efforts to use minority and female consultants, when applicable, proposals include a Disadvantaged Business Enterprise (DBE) goal as assigned by the WSDOT LPE. When a DBE goal is not assigned by the LPE, a voluntary goal is indicated in accordance with the current Standard Specifications for Roads, Bridges, and Municipal Construction Manual. Certified DBE firms can encompass small, minority and women-owned firms.

Consultants Selection Procedures – Consultants are selected according to the procedures outlined in the RCW, and *Local Agency Guidelines* procedures for federally-assisted projects. Skagit County Public Works encourages all consultant firms that are registered in Washington State to conduct business and who possess the requisite professional license(s) to present their qualifications for highway design projects.

For non-Federally funded projects Skagit County Public Works utilizes the

Municipal Research and Services Center (MRSC) Architecture and Engineering, Professional Services, and the Construction Small Works Rosters in accordance with RCW 39.80 and MRSC practices. Skagit County places advertisements in various newspapers (Skagit Valley Herald and Daily Journal of Commerce) that have existing contracts with the Agency.

All solicitations, Request for Qualifications, Notice to Call for Bids, etc. are posted and available to all members of the public via Skagit County's website <https://www.skagitcounty.net/Departments/Rfp/>.

13. List construction, right-of-way, and consultant contracts with your LPA entity for this report period with dollar value of each. Identify funding sources (federal, state, local, other), and how many were awarded to certified disadvantaged contractors (as a prime contractor/consultant).

- For reporting purposes, contracts which have been amended are considered contracts awarded. The accompanying tables summarize the contracts awarded, including amendments, and the total contract dollar value or dollar value changed by amendment.

Construction/ROW/Consultant Contracts	Prime Consultant	Funding Source	Contract #	DBE	Contract Amount
1 Colacurcio Brothers, Inc.	Prime	LA Funds	A20220164	N/A	\$255,147.06
2 Dakota Creek Industries, Inc.	Prime	LA Funds	C20220420	N/A	\$738,505.00
3 TranTech Engineering, LLC	Consultant	Fed Funds	C20220465	DBE - D2W0025137	\$77,485.00
4 Veca Electric & Technologies, LLC	Prime	LA Funds	C20220463	N/A	\$17,757.00
5 Puget Sound Energy	Prime	LA Funds	C20220582	N/A	\$16,968.32
6 Exeltech Engineering, Inc	Consultant	State Funds (RCO) / LA Funds	A202300023	DBE- D4M0004220	\$236,886.80
7 Glosten, Inc.	Consultant	LA Funds	A20230031	N/A	no change
8 Watershed Science & Engineering, Inc.	Consultant	LA Funds	A20230030	N/A	no change
9 Tierra Right of Way Services, LTD	Consultant	LA Funds	A20230028	N/A	no change
10 ProScapes, Inc.	Prime	LA Funds	C20230100	N/A	\$39,521.58
11 GeoTest Services, Inc.	Consultant	LA Funds	A20230047	N/A	no change
12 Cowling & Company LLC dba Widener & Associates	Consultant	LA Funds	A20230060	N/A	no change
13 Transpo Group USA Inc.	Consultant	LA Funds	A20230059	N/A	no change
14 Upriver Rockfall Mitigation Services, LLC	Prime	LA Funds	C20230145	N/A	\$20,000.00

15	IMCO General Construction, Inc.	Prime	Fed Funds	A20230082	N/A	\$315,826.99
16	Northwest Grouting, LLC	Prime	LA Funds	C20230230	N/A	\$10,000.00
17	Transpo Group USA Inc.	Consultant	Fed Funds/LA Funds	C20230240	N/A	\$1,052,651.90
18	Industrial Mowing and Spraying	Prime	LA Funds	C20230238	N/A	\$30,000.00
19	TranTech Engineering, LLC	Consultant	Fed Funds/LA Funds	A20230118	DBE - D2W0025137	-\$43,309.00
20	Culbertson Marine Construction, Inc.	Prime	LA Funds	C20230264	N/A	\$103,039.61
21	GeoTest Services, Inc.	Consultant	LA Funds	A20230135	N/A	no change
22	Reece Construction Company	Prime	State Funds (RAP)	C20230274	UDBE/SBE - D1M0023093	\$392,050.00
23	Dirt and Aggregate Interchange, Inc.	Prime	Fed Funds	C20230283	N/A	\$449,878.00
24	Bronlea M. Consulting	Consultant	LA Funds	A20230145	N/A	\$5,000.00
25	GeoEngineers, Inc.	Consultant	LA Funds	A20230153	N/A	no change
26	Northwest Hydraulic Consultants, Inc.	Consultant	LA Funds	A20230165	N/A	no change
27	KBA, Inc.	Consultant	LA Funds	A20230164	N/A	no change
28	Pacific Surveying & Engineering, Inc.	Consultant	LA Funds	A20230163	N/A	no change
29	Tierra Right of Way Services, LTD	Consultant	LA Funds	A20230162	N/A	no change
30	Fehr & Peers	Consultant	LA Funds	A20230161	N/A	no change
31	H.W. Lochner, Inc.	Consultant	LA Funds	A20230160	N/A	no change
32	H.W. Lochner, Inc.	Consultant	LA Funds	A20230159	N/A	no change
33	KPFF, Inc.	Consultant	LA Funds	A20230170	N/A	no change
34	KPFF, Inc.	Consultant	LA Funds	A20230169	N/A	\$92,320.64
35	Colacurcio Brothers, Inc.	Prime	Fed Funds	C20230362	N/A	\$1,222,300.70
36	Reichhardt & Ebe Engineering, Inc.	Consultant	LA Funds	A20230175	N/A	\$72,134.00
37	Terracon Consultants, Inc. (fka Mayes Testing Engineers, Inc. a Terracon Company)	Consultant	LA Funds	A20230184	N/A	no change
38	Reichhardt & Ebe Engineering, Inc.	Consultant	LA Funds	A20230183	N/A	no change
39	Sargent Engineers, Inc.	Consultant	Fed Funds	C20230429	N/A	\$219,217.00

40	TranTech Engineering, LLC	Consultant	LA Funds	A20230204	DBE - D2W0025137	\$40,000.00
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14. Education & Training – Describe actions taken to promote Title VI compliance through education and trainings, including monitoring and review processes, and their outcomes/status.

- List Title VI training/webinars Public Works Staff attended this reporting period. Include dates and entity that conducted the training.
 - The WSDOT Webinar training for Phase I Title VI training has been added to the onboarding training for the Public Works Engineering team. 7 new hires received their Certificates of Completion during this reporting period.
- When was Title VI internal training provided to staff? Who conducted the training? What was the subject of the training? Provide the job titles and race/color/national origin of attendees.
 - During the last reporting period Title VI training was held bi-weekly during the Engineering Staff Meetings. During these meetings the Title VI Specialist discusses the purpose and importance of Title VI, our responsibility as an Agency, and the use of the Voluntary Public Involvement form in Public Meetings. This information was shared by Brenda Olson (Caucasian, White, USA), and attended by Public Works Engineering Division Staff (Engineering Technicians, Project Managers, Assistant County Engineer).
 - On May 16, 2023, 2 members of Public Works Engineering Staff attended the Spring NWR All Agency Coordination Meeting, which included Title VI training led by Doris Karolczyk. Training materials from this course were shared with the entire Engineering Division of Public Works.

Job Title of Attendee	Race	Color	National Origin
Admin. Assistant, Contracts & Grants	Caucasian	White	USA
Admin. Assistant, Contracts & Grants	Caucasian	White	USA

Title VI Goals for Upcoming Year

What area(s) of Title VI does your agency plan to focus on in the upcoming year? Describe by particular program area what your agency hopes to accomplish. Include any significant problem areas to focus on and plans to address those.

1. Send members of Public Works staff to attend OECR led Title VI training.
2. Create “Title VI Information & Frequently Asked Questions brochure”, in English and Spanish, to have available for the general public.

Appendix "A"

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

Assurances

DOT Order No. 1050.2A

The Skagit County (herein referred to as the "Recipient"), **HEREBY AGREES THAT**, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through Washington State Department of Transportation (WSDOT), is subject to and will comply with the following:

Statutory/Regulatory Authorities

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

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

General Assurances

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

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

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

Specific Assurances

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

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

to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.

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

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

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

By signing this ASSURANCE, Skagit 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 Washington State Department of Transportation 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 Washington State Department of Transportation. You must keep records, reports, and submit the material for review upon request to Washington State Department of Transportation, 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.

Skagit 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 the Federal Highway Administration. This ASSURANCE is binding on Washington State Department of Transportation, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the Federal-Aid Highway Program. The person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

Skagit County
Recipient

by 
Trisha Logue, Skagit County Administrator

DATED 10/18/2023

APPENDIX A

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

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

unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or the Washington State Department of Transportation may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

APPENDIX B

CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

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

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the Skagit 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 Washington State Department of Transportation, and the policies and procedures prescribed by the Federal Highway Administration of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the Skagit 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 Skagit 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 the Skagit County, its successors and assigns.

The Skagit 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, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]* (2) that the Skagit County will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended [, and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].*

(*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.)

APPENDIX C

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

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

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

APPENDIX D

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

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

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

APPENDIX E

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

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures Non-discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- 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 programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).