

City of San Angelo
Title VI Program Compliance Plan

In accordance with the attached FMCSA Title VI Program Assurances, the City of San Angelo Title VI Program Compliance Plan is in place to ensure full compliance with Title VI of the Civil Rights Act of 1964; 49 CFR Part 21; 49 CFR Part 303; and related non-discrimination authorities. The plan ensures that no person in the City of San Angelo is excluded from participation in, denied benefits of, or otherwise is subjected to discrimination under any and all programs, services, or activities administered by the department, its recipients, subrecipients, and/or contractors on the basis of race, color, national origin, sex, age, disability, limited English proficiency (LEP), or income status.

All City departments that receive FMCSA funding are subject to the nondiscrimination requirements of this Title VI Program and will work closely with the City's Title VI Program Coordinator and FMCSA MCSAP High Priority Program Manager to adhere to all guidelines and requirements, and to complete all mandated online training.

Title VI Program Coordinator

Bryan Kendrick, Director of Human Resources
Human Resources Department, City of San Angelo
72 West College Avenue
San Angelo, TX 76903
(325) 657-4221

Daniel Valenzuela,
City Manager

Description of Federal-Aid Programs

The City of San Angelo applies for Federal Motor Carrier Safety Administration (FMCSA) MCSAP High Priority discretionary funding on an annual basis. Funding is primarily allocated for targeted overtime operations that improve highway safety and focus on reducing the number and severity of commercial motor vehicle related crashes.

Notification to Beneficiaries/Participants

The City of San Angelo operates without regard to race, color, national origin, sex, age, LEP, income, or disability in accordance with Title VI. All persons and vendors who feel discriminated against may file a Title VI complaint with the City of San Angelo, complaint process can be found at <https://www.cosatx.us/departments-services/human-resources/title-vi-compliance>.

A Title VI Compliance Program posters will be posted online and at multiple City facilities. Those without access to the internet may file a complaint in person or by mail.

Dissemination Of Information:

The City of San Angelo will post FMCSA Title VI Program information to multiple City websites and to reach those without internet access, the City will include Title VI information in City buildings.

Contents Of Notification:

Notification will include:

- Statement that the Applicant operates the Program(s) without regard to race, color, national origin, sex, age, or disability, including income-level and LEP;
- Identify procedures to be followed by members of the Public to request additional information regarding the Applicant's Nondiscrimination obligations; and
- Identify procedures to be followed by members of the Public to file a discrimination complaint against the Applicant, to include the name of a contact representative, address, and telephone number/e-mail address.

Sub-Recipient Compliance Reports

The City of San Angelo FMCSA MCSAP HP Program reasonably guarantees compliance reports are available upon request for all other recipients, subrecipients, subgrantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program pursuant to the Acts, the Regulations, and Assurances.

Training

The City of San Angelo provides FMCSA Title VI Program training on a semi-annual basis.

Access to Records

All City of San Angelo FMCSA-related Title VI Program requirements and records are available for review electronically or in person upon request. Records requests and notice of compliance reviews should be directed to the City's Title VI Program Coordinator.

Complaint Disposition Process

All persons and vendors who feel discriminated against may file a Title VI complaint with the City of San Angelo, the complaint process may be found at <https://www.cosatx.us/departments-services/human-resources/title-vi-compliance>.

The Title VI Program Coordinator is responsible for the complaint steps, which include:

- intake
- investigation planning and conducting the investigation
- writing the report of investigation
- ultimate disposition of the complaint.

The Complaint form is included as an Attachment B. A Complaint Log will be maintained by the Title VI Program Coordinator and will be made available to FMCSA upon request.

Status of Corrective Actions Implemented by Applicant to Address Deficiencies Previously Identified During a Title VI Program Compliance Review

This section does not apply to the City of San Angelo.

Community Participation Process

This section does not apply to the City of San Angelo.