

**2023 Title VI Implementation Plan and
Assurances of Subrecipient
City of Coburg Police Department
for Compliance with the Oregon Department
of Transportation and the Federal Motor
Carrier Safety Administration**

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INTRODUCTION

As a sub-recipient of federal financial assistance, the City of Coburg Police Department (CPD), is obligated to adhere to, and is committed to achieving full compliance with Title VI of the Civil Rights Act of 1964 (Title VI) and all related nondiscrimination laws.

Federal Motor Carrier Safety Administration (FMCSA) requires of its sub-recipients a Title VI plan and assurance to comply with 49 C.F.R. part 21 and 49 C.F.R. part 303, which provide for implementing the Federal Motor Carrier Safety Administration's Title VI program under the Civil Rights Act of 1964 and related civil rights laws and regulations.

POLICY STATEMENT

It is the City of Coburg's Police Department policy to assure that no person shall, on the grounds of race, color, national origin, age, sex, disability, income level or Limited English Proficiency as provided by Title VI of the Civil Rights Act of 1964 and related authorities, be excluded from participation in, be denied the benefit of, or be otherwise discriminated against under any of the programs or activities it administers.

As the Chief of Police for the City of Coburg, I have designated Sgt. Mike Lee as the Title VI Coordinator, and they have direct and unfettered access to contact and/or meet with me when there is concern that needs to be brought to my attention. Under this policy, this designated official need not obtain any other organizational or managerial approval and will have the full support of my staff to work directly with me to address civil rights matters. Additionally, the Title VI Coordinator will receive the full participation and cooperation of affected CPD staff, as needed, in implementing City of Coburg's Title VI compliance activities, including compliance with 49 C.F.R. part 21 (Nondiscrimination In Federally-Assisted Programs Of The Department Of Transportation - Effectuation Of Title VI Of The Civil Rights Act Of 1964) and 49 C.F.R. part 303 (Federal Motor Carrier Safety Administration's Title VI/Nondiscrimination Regulation).

City of Coburg

By  _____
Larry Larsen, Chief of Police

By  _____
Adam Hanks, City Administrator

Date 8/10/23

ASSURANCES

CPD agrees that, as a condition for receiving any federal financial assistance from the United States Department of Transportation (DOT), through the Federal Motor Carrier Safety Administration (FMCSA), CPD is subject to and will comply with the Standard Title VI Nondiscrimination Assurances described in USDOT Order 1050.2A and including the following Act, Regulations and Executive Orders:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d *et seq.*, 78 Stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 *et seq.*), (prohibits discrimination on the basis of sex);
- Title IX of the Education Amendments of 1972, as amended, (20 U.S.C. § 1681 *et seq.*), (prohibits discrimination on the basis of sex in education programs or activities);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*), as amended, (prohibits discrimination on the basis of disability);
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);
- Americans with Disabilities Act of 1990, as amended, (42 U.S.C. § 12101 *et seq.*), (prohibits discrimination on the basis of disability);
- 49 C.F.R. part 21 (entitled *Nondiscrimination In Federally-Assisted Programs Of The Department Of Transportation—Effectuation Of Title VI Of The Civil Rights Act Of 1964*);
- 49 C.F.R. part 27 (entitled *Nondiscrimination On The Basis Of Disability In Programs Or Activities Receiving Federal Financial Assistance*);
- 49 C.F.R. part 28 (entitled *Enforcement Of Nondiscrimination On The Basis Of Handicap In Programs Or Activities Conducted By The Department Of Transportation*);
- 49 C.F.R. part 37 (entitled *Transportation Services For Individuals With Disabilities (ADA)*);
- 49 C.F.R. part 303 (FMCSA’s Title VI/Nondiscrimination Regulation);
- 28 C.F.R. part 35 (entitled *Discrimination On The Basis Of Disability In State And Local Government Services*);
- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);
- Executive Order 12898 (1995), entitled “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations”
- Executive Order 13166 (2001) on Limited English Proficiency

The Federal Motor Carrier Safety Administration Standard Title VI Nondiscrimination Assurances, with annexes, was signed on August 10, 2023, and can be found on page 12 of this document.

ORGANIZATIONAL STRUCTURE

The CPD Title VI Program is led by the Title VI Program Manager. Sgt. Mike Lee serves as the Title VI Coordinator and is responsible for oversight and assistance with Title VI nondiscrimination activities within CPD program areas.

Contact with City of Coburg, Title VI Program can be made at:

City of Coburg/Coburg Police Department
91136 N Willamette Street
PO BOX 8316
Coburg, Oregon 97408
Telephone: 541-682-7853

DESCRIPTION OF FEDERAL AID PROGRAM

In a patrol duty or other specialized assignment, maintain public peace and order, protect life and property, prevent crime, apprehend suspected violators of the law, truck inspections and otherwise assure the enforcement of State laws, traffic laws, and City ordinances under the jurisdiction of the Chief of Police.

Department Patrol Officers are expected to perform conscientiously, proficiently, independently all assigned duties. The Coburg Police Department serves the public while recognizing the importance placed on law enforcement activities by the public and for tactful, respectful and courteous treatment of all individuals within the jurisdiction.

The CPD uses grant funding from the Federal Motor Carrier Safety Administration and the Oregon Department of Transportation to perform commercial motor vehicle inspections. CPD members who conduct inspections per FMCSA and Oregon Department of Transportation guidelines are certified in Level I, II and Level III inspections, and use these funds to conduct enforcement activities along interstates, highways and high-traffic corridors. The funding is used for enhanced enforcement shifts which allow CPD deputies to focus on FMCSA safety requirements related to commercial motor vehicles and commercially licensed drivers. These enforcement shifts help to ensure the safety of all road users.

NOTIFICATION TO BENEFICIARIES/PARTICIPANTS

CPD has posted notification of its nondiscrimination policy with a poster in all facilities. A copy of the poster appears at the end of this document and is available online at [Coburg Police Title VI | Non-Discrimination Assurance | The City of Coburg Oregon](#). The poster provides notice of CPD's Nondiscrimination policy, its compliance with Title VI of the Civil Rights Act of 1964 and related nondiscrimination authorities and provides guidance for seeking additional information and filing complaints of discrimination.

CPD staff receive training on CPD's nondiscrimination program and on the necessity of publicly posting CPD's Title VI nondiscrimination policies in all facilities.

SUBRECIENT COMPLIANCE REPORTS

CPD does not intend to sub-award any portion of funding received.

TRAINING

ODOT has implemented required inspector and investigator-specific Title VI training designed for MCSAP and Law Enforcement Grantees (CPD). This annual online training (https://rise.articulate.com/share/-GyFHJL7pI-Q1_nO4Sp0koK5clPsNrTW#/) is also provided to all ODOT certified inspectors. Annual training is discussed in refresher training courses along with a discussion on the general understanding of how to address and comply with the FMCSA Enforcement Memorandum regarding ELP versus LEP (MC-ECE-2016-006), how discrimination complaints are filed, and ODOT CCD's data driven inspection policy (MCS-21-01).

ACCESS TO RECORDS

CPD will make all records relating to the implementation of its Title VI and Nondiscrimination Program available for review by ODOT upon request.

COMPLAINT DISPOSITION PROCESS

CPD has an established complaint disposition procedure that describes a prompt process for investigations and disposition of complaints of discrimination. The process includes:

- Complaint Disposition; The complainant and/or victim will be notified in writing of the disposition of the investigation and the actions taken to remedy or address the circumstances giving rise to the complaint.

Conducting the Investigation; Various methods of resolution exist. During the pendency of any such investigation, the supervisor of the involved member should take prompt and reasonable steps to mitigate or eliminate any continuing abusive or hostile work environment. It is the policy of the Department that all complaints of discrimination, retaliation, or harassment shall be fully documented, and promptly and thoroughly investigated.

- Writing Investigation; All complaints or allegations shall be thoroughly documented on the appropriate forms and in a manner designated by the Chief of Police. The outcome of all reports shall be: Approved by the Chief of Police, the City Administrator, or the City Mayor, depending on the ranks of the involved parties.

Maintained in accordance with the established records retention schedule.

- Ultimate disposition of the complaint; the complainant and/or victim will be notified in writing of the disposition of the investigation and the actions taken to remedy or address the circumstances giving rise to the complaint.

CPD maintains a log of complaints that have potential Title VI implications and includes a summary of those complaints. This log includes the name of the complainant; identification by demography (i.e., race, color, national origin, etc.); allegation(s); complaint date; date of Report of Investigation; determination made and date; and any other relevant information as deemed appropriate.

STATUS OF CORRECTIVE ACTION

Applicants applying for federal funding from FMCSA that have undergone a Civil Rights Title VI Program Review by FMCSA-CRO or any other Federal agency the CPD must provide a copy of the Compliance Review Report. ODOT has not identified any deficiencies in the CPD Title VI Program within the last five

years.

COMMUNITY PARTICIPATION PROCESS

Not Applicable

Commercial Motor Vehicle Inspection Selection & Unbiased Enforcement Policies

CPD, shall initiate safety inspections only within the course of conducting a valid traffic stop or as otherwise approved by ODOT. The safety inspection shall comply with the North American Standard Inspection Procedures.

ODOT CCD developed an Inspection Selection Policy MCS-21-01 that incorporates Commercial Vehicle Safety Alliance's Operational Policy #13 ("Selecting Vehicles for Inspection"). Policy MSC-21-01 was made effective May 29, 2021, and is approved by Carla Phelps, Commercial Vehicle Safety and Enforcement Executive Manager. This policy is based on work conducted at fixed and portable scales.

Current CCD inspectors and certified law enforcement partners (including Multnomah County Sheriff's Office officers) are required to certify that they understand, and will follow Inspection Selection Policy MCS-21-01. This certification and policy is distributed through Title VI Inspector and Investigator specific training. CCD maintains a record of certification that the materials have been reviewed and will be followed.

Title VI Inspector and Investigator specific training is provided with every new inspector certification course. Additionally, Policy MSC-21-01 is reviewed in all inspection refresher training as part of an interactive question and answer session. Inspectors certified by ODOT are generally part of an inspection refresher class once every three years.



TITLE VI AND RELATED AUTHORITIES NONDISCRIMINATION POLICY STATEMENT

It is the City of Coburg policy to assure that no person shall, on the grounds of race, color, national origin, age, sex, disability, income level or Limited English Proficiency as provided by Title VI of the Civil Rights Act of 1964 and related authorities, be excluded from participation in, be denied the benefit of, or be otherwise discriminated against under any of the programs or activities it administers.

As City Administrator of the City of Coburg, I have designated the Sgt. Mike Lee Title VI Program Coordinator to provide direct and unfettered access to contact and/or meet with me when there is concern that needs to be brought to my attention, whether internal to City of Coburg or through our external partners, customers or contractors. Under this policy, these designated officials need not obtain any other organizational or managerial approval and will have the full support of my staff to work directly with me to address civil rights matters. Additionally, the Title VI Manager will receive the full participation and cooperation of affected City of Coburg staff, as needed, in implementing City of Coburg's Title VI compliance activities, including compliance with 49 C.F.R. part 21 (Nondiscrimination In Federally-Assisted Programs Of The Department Of Transportation - Effectuation Of Title VI Of The Civil Rights Act Of 1964) and 49 C.F.R. part 303 (Federal Motor Carrier Safety Administration's Title VI/Nondiscrimination Regulation).

ASSURANCES

The City of Coburg agrees that, as a condition for receiving any federal financial assistance from the United States Department of Transportation (DOT), through the Federal Motor Carrier Safety Administration (FMCSA), City of Coburg is subject to and will comply with the Standard Title VI Nondiscrimination Assurances described in USDOT Order 1050.2A.

These Assurances, signed by me on this date, accompany this policy statement.

City of Coburg

By 
Adam Hanks, City Administrator

Date 8/10/23

The United States Department of Transportation

Standard Title VI/Non-Discrimination Assurances

DOT Order No. 1050.2A

CPD (herein referred to as the “Recipient”), **HEREBY AGREES THAT**, as a condition to receiving any Federal financial assistance from the United States Department of Transportation (DOT), through the **Federal Motor Carrier Safety Administration (FMCSA)**, 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);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 *et seq.*), (prohibits discrimination on the basis of sex);
- Title IX of the Education Amendments of 1972, as amended, (20 U.S.C. § 1681 *et seq.*), (prohibits discrimination on the basis of sex in education programs or activities);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*), as amended, (prohibits discrimination on the basis of disability);
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);
- Americans with Disabilities Act of 1990, as amended, (42 U.S.C. § 12101 *et seq.*), (prohibits discrimination on the basis of disability);
- 49 C.F.R. part 21 (entitled *Nondiscrimination In Federally-Assisted Programs Of The Department Of Transportation—Effectuation Of Title VI Of The Civil Rights Act Of 1964*);
- 49 C.F.R. part 27 (entitled *Nondiscrimination On The Basis Of Disability In Programs Or Activities Receiving Federal Financial Assistance*);
- 49 C.F.R. part 28 (entitled *Enforcement Of Nondiscrimination On The Basis Of Handicap In Programs Or Activities Conducted By The Department Of Transportation*);
- 49 C.F.R. part 37 (entitled *Transportation Services For Individuals With Disabilities (ADA)*);
- 49 C.F.R. part 303 (FMCSA’s Title VI/Nondiscrimination Regulation);
- 28 C.F.R. part 35 (entitled *Discrimination On The Basis Of Disability In State And Local Government Services*);
- 28 C.F.R. 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.

Although not applicable to Recipients directly, there are certain Executive Orders and relevant guidance that direct action by Federal agencies regarding their federally assisted programs and activities to which compliance is required by Recipients to ensure Federal agencies carry out their responsibilities. Executive Order 12898 (1995), entitled “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations” emphasizes that Federal agencies should use existing laws to achieve Environmental Justice, in particular Title VI,

to ensure nondiscrimination against minority populations. Recipients should be aware that certain Title VI matters raise Environmental Justice concerns and FMCSA intends that all Recipients evaluate and revise existing procedures (as appropriate) to address and implement Environmental Justice considerations. See the following FHWA website for more information and facts about Environmental Justice: http://www.fhwa.dot.gov/environment/environmental_justice/index.cfm

Additionally, Executive Order 13166 (2001) on Limited English Proficiency, according to the U.S. Department of Justice in its Policy Guidance Document dated August 16, 2000 (65 Fed. Reg. at 50123), clarifies the responsibilities associated with the “*application of Title VI’s prohibition on national origin discrimination when information is provided only in English to persons with limited English proficiency.*” When receiving Federal funds Recipients are expected to conduct a Four-Factor Analysis to prevent discrimination based on National Origin. (See also U.S. DOT’s “*Policy Guidance Concerning Recipients’ Responsibilities to Limited English Proficient (LEP) Persons,*” dated December 14, 2005, (70 Fed. Reg. at 74087 to 74100); the Guidance is a useful resource when performing a Four-Factor Analysis).

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, national origin, sex, age, disability, low-income, or LEP 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 FMCSA.”

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 Assurances, the Recipient agrees with and gives the following Assurances with respect to its Federally assisted **FMCSA Program**:

1. The Recipient agrees that each “activity,” “facility,” or “program,” as defined in 49 C.F.R. §§ 21.23 (b) and 21.23 (e) 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 the FMCSA Program and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

“CPD 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, all contractors will be afforded full opportunity to submit bids in response

to this invitation and will not be discriminated against on the grounds of the owner's race, color, national origin, sex, age, disability, income-level, or LEP 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, City of Coburg Police Department also agrees to comply with all applicable provisions governing the FMCSA 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 FMCSA. You must keep records, reports, and submit the material for review upon request to FMCSA, 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.

City of Coburg Police Department 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 Department of Transportation under the FMCSA Program. This ASSURANCE is binding on Oregon, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the FMCSA Program. The person signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

City of Coburg

By  _____
Larry Larsen, Chief of Police

By  _____
Adam Hanks, City Administrator

Date 8/10/23

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 Nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, Federal Motor Carrier Safety Administration (FMCSA), as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Nondiscrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, national origin, sex, age, disability, income-level, or LEP 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 as set forth in Appendix E, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 C.F.R. 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, national origin, sex, age, disability, income-level, or LEP.
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 FMCSA 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 FMCSA, 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 FMCSA 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 FMCSA 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 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:

- Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. § 2000d *et seq.*), (prohibits discrimination on the basis of race, color, national origin), as implemented by 49 C.F.R. § 21.1 *et seq.* and 49 C.F.R. part 303;
- 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, as amended (29 U.S.C. § 794 *et seq.*) (prohibits discrimination on the basis of disability); and 49 C.F.R. 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 (Pub. L. 97-248 (1982)), as amended (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987 (102 Stat. 28) (“...which restore[d] the broad scope of coverage and to clarify the application of title IX of the Education Amendments of 1972, section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and title VI of the Civil Rights Act of 1964.”);
- 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 Justice regulations at 28 C.F.R. parts 35 and 36, and 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 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.*).

Public Notice of Title VI Program Rights

The [City of Coburg](#) gives public notice of its' policy to uphold and assure full compliance with the non-discrimination requirements of Title VI of the Civil Rights Act of 1964 and related Nondiscrimination authorities. Title VI and related Nondiscrimination authorities stipulate that no person in the United States of America shall on the grounds of race, color, national origin, sex, age, disability, income level or Limited English Proficiency be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance.

Any person who desires more information regarding [City of Coburg](#)'s Title VI Program can contact its Title VI Program Coordinator [Sgt. Mike Lee](#)-- at the address noted below.

Any person who believes they have, individually or as a member of any specific class of persons, been subjected to discrimination on the basis of race, color, national origin, sex, age, disability, income level or Limited English Proficiency has the right to file a formal complaint. Any such complaint must be in writing and submitted within 180 days following the date of the alleged occurrence to:

Sgt. Mike Lee Title VI Program Coordinator
Coburg Police Department
91136 N Willamette Street/P.O. Box 8306
Coburg, Oregon 97408
541-682-7853
Michel.lee@ci.coburg.or.us