



De Witt County Title VI Plan



President Lyndon B Johnson signing the Civil Rights Act of 1964

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Introduction

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving federal financial assistance. Several other federal legal authorities supplement Title VI by extending protections based on age, sex, and disability. In addition, the Civil Rights Restoration Act of 1987 clarified Title VI enforcement by mandating that Title VI requirements apply to all programs and activities of federal-aid recipients regardless of whether any particular program or activity involves federal funds. Taken together, these laws require recipients and subrecipients of federal funds to ensure all programs and services are delivered to the public without discrimination.

De Witt County, as a recipient of federal financial assistance, will ensure full compliance with Title VI of the Civil Rights Act of 1964; 49 C.F.R. Part 21 (Department of Transportation Regulations for the Implementation of Title VI of the Civil Rights Act of 1964); 49 C.F.R. Part 21; and related statutes and regulations. De Witt County acknowledges it is subject to and will comply with Federal Highway Administration Title VI Assurances.

This plan explains how De Witt County incorporates the requirements of Title VI and related legal authorities into its operations. The plan will be used as a reference for De Witt County and an informational resource for the public. The plan will be updated at least every 3 years to reflect changes in Title VI compliance operations.

Discrimination Under Title VI

It is the responsibility of every De Witt County employee to prevent, minimize, and eradicate any form of discrimination. There are two types of discrimination prohibited under Title VI and its related statutes:

1. disparate treatment that alleges similarly situated persons are treated differently because of their race, color, or national origin (i.e., intentional discrimination); and
2. disparate impact/effects when a facially neutral policy, procedure, or practice results in different or inferior services or benefits to members of a protected group. The focus of disparate impact is on the consequences of a decision, policy, or practice rather than the intent.

Prohibited forms of discrimination may include, but not be limited to, the following:

- The denial of services, financial aid, or other benefits provided under a program;
- Distinctions in the quality, quantity, or manner in which a benefit is provided;
- Segregation or separation of persons in any part of the program;
- Restriction in the enjoyment of any advantages, privileges, or other benefits provided to others;
- Differing standards or requirements for participation;
- Methods of administration that directly or indirectly, or through contractual relationships would defeat or impair the accomplishment of effective non-discrimination; or

- Discrimination in any activities or services related to a highway, infrastructure or facility built or repaired in whole or in part with federal funds.

De Witt County’s efforts to prevent such discrimination must address, but not be limited to, how a program or activity:

- Impacts the public;
- Provides accessibility;
- Provides equal access to benefits;
- Encourages participation;
- Provides services equitably;
- Initiates contracting and training opportunities;
- Investigates complaints;
- Allocates funding; and
- Prioritizes projects.

Authorities

The authorities applicable to De Witt County Title VI/Non-discrimination Program include:

- **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 CFR 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);
- **23 CFR Part 200** (Federal Highway Administration (FHWA) Title VI/Non-discrimination Regulation);
- **28 CFR Part 50.3** (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964); and,
- **Texas Administrative Code §9.4, Civil Rights – Title VI Compliance**

Title VI Policy Statement

It is the policy of De Witt County that no person shall on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any operation of De Witt County as provided by Title VI of the Civil Rights Act of 1964 and related statutes.

This policy applies to all operations of De Witt County, including its contractors and anyone who acts on behalf of De Witt County. This policy also applies to the operations of any department or

agency to which De Witt County extends federal financial assistance. Federal financial assistance includes grants, training, use of equipment, donations of surplus property, and other assistance. The non-discrimination statement signed by the De Witt County Judge is included as **Exhibit A**.

Standard DOT Assurances

The U.S. DOT requires that federal financial assistance be provided on the condition that the recipient provides an assurance that its programs and activities will be conducted in compliance with Title VI of the Civil Rights Act of 1964. The requirement is located at 49 CFR 21.7(a). To support the implementation of this requirement, the U.S. DOT provided an assurances agreement in U.S. DOT Order 1050.2A that federal fund recipients and subrecipients must sign as a condition of receiving federal financial assistance.

The assurances agreement provides specific non-discrimination language, De Witt County, is required to include in bid solicitations or requests for proposal, contracts, and real estate agreements. De Witt County is committed to ensuring the necessary language is used as prescribed in the assurances agreement.

In accordance with this requirement, De Witt County has signed the U.S. DOT Standard Title VI/Non-Discrimination Assurances and Appendices. The documents are attached as **Exhibit B** and **Exhibit C**.

Organization and Staffing

County Judge Daryl L. Fowler serves as the responsible official for ensuring compliance with Title VI requirements. The Commissioners' Court adopts and approves the plan but does not oversee its day-to-day execution.

De Witt County has assigned Human Resource Director Ashley E. Hunt to perform the duties of the Title VI Coordinator and ensure implementation of the agency's Title VI program. The position of Human Resource Director is located within the Human Resources Department.

The Title VI Coordinator is responsible for:

- Maintaining and updating the Title VI plan on the agency's behalf;
- Ensuring relevant agency staff receive necessary Title VI training;
- Ensuring prompt processing of Title VI complaints and referral to Texas Department of Transportation;
- Developing procedures for the collection and analysis of statistical data;
- Developing a program to conduct Title VI reviews of program areas; and
- Developing Title VI information for dissemination internally and externally;

The De Witt County organizational chart is included as **Exhibit D**.

Primary Program Area Descriptions and Review Procedures

De Witt County engages in the following program areas:

- **Right of Way Permits:** Issues public right of way permits for construction, transportation, business and other activities.
 - **Title VI/Non-Discrimination Concerns and Responsibilities:**
 - Public right of way permits should not create unfair burdens.
 - **Review Procedures for Ensuring Non-Discrimination:**
 - Reviewing permits to ensure non-discrimination.
- **Contracting:** Develops and manages contracts and contracting opportunities, including specifications, bidding process, and contract execution.
 - **Title VI/Non-Discrimination Concerns and Responsibilities:**
 - Maintain an open and fair bidding process for all contracts.
 - Ensure Title VI Assurances appendices are included in contracts as specified within the assurances document.
 - **Review Procedures for Ensuring Non-Discrimination:**
 - Reviewing contracts for necessary Title VI language.
 - Reviewing any available data on contract recipients to ensure non-discrimination in contracting.
 - Reviewing bidding procedures to ensure non-discrimination and equal opportunity.
- **Maintenance:** Services roadways and right of ways, including, but not limited to providing repair, signage, drainage and snow and ice removal.
 - **Title VI/Non-Discrimination Concerns and Responsibilities:**
 - Ensuring no communities are subject to a disparate lack of maintenance services based on a protected class.
 - **Review Procedures for Ensuring Non-Discrimination:**
 - Reviewing resources provided to the community and determining whether any protected class communities have disproportionately benefited or been harmed by the delivery of maintenance services.

Data Collection and Analysis

- **Planning:**
 - **Type of Data Collected & Process for Collecting:**
 - Reviewing data from the U.S. Census Bureau and other credible sources to determine demographic make-up of the local community.
 - **Purpose for Collecting the Data:**
 - Ensuring planning activities and project impacts are evaluated in an equitable and nondiscriminatory manner so that no individual or group is disproportionately adversely affected on the basis of a protected class. Data collection and analysis support compliance with applicable state and federal

nondiscrimination requirements and assist in identifying and addressing potential disparities in project planning and implementation.

- **Public Engagement:**
 - **Type of Data Collected & Process for Collecting:**
 - Reviewing data from the U.S. Census Bureau and other creditable sources to determine demographic make-up of the local community.
 - **Purpose for Collecting the Data:**
 - Ensuring clear, accessible, and nondiscriminatory communication and public engagement so that all beneficiaries have meaningful access to information regarding programs available in De Witt County. Outreach efforts will comply with all applicable state and federal nondiscrimination requirements and may include public meetings, website updates, public notices, informational materials, language assistance services for Limited English Proficiency (LEP) populations, and targeted outreach to underserved and historically underrepresented communities. Opportunities for public feedback and participation will also be provided to encourage equitable access and community involvement. communication and engagement with the public so that all beneficiaries are informed about and aware of programs available in De Witt County.
- **Maintenance:**
 - **Type of Data Collected & Process for Collecting:**
 - Reviewing maintenance activities by geography and demographic makeup of communities receiving the maintenance services. De Witt County maintains the County roads. The City of Cuero maintains roads inside the city limits.
 - **Purpose for Collecting the Data:**
 - Ensuring maintenance services are provided in an equitable and nondiscriminatory manner and that no community is disproportionately denied or receives a disparate level of maintenance services on the basis of a protected class. Data collection and review support compliance with applicable state and federal nondiscrimination requirements and help identify and address potential service disparities.

Sources of data and analysis tools include:

- U.S. Census Data
- National Center for Education Statistics
- TxDOT demographic data

Title VI Complaint Procedures

Scope of Title VI Complaints

No person or groups of persons shall, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by De Witt County, and its contractors on the grounds of race, color, or national origin.

The scope of Title VI covers all internal and external activities of De Witt County.

The following types of actions are prohibited under Title VI protections (See [49 C.F.R. 21.5](#)):

- Excluding individuals or groups from participation in programs or activities
- Denying program services or benefits to individuals or groups
- Providing a different service or benefit or providing them in a manner different from what is provided to others
- Denying an opportunity to participate as a member of a planning, advisory or similar body that is an integral part of the program
- Retaliation for making a complaint or otherwise participating in any manner in an investigation or proceeding related to Title VI of the Civil Rights Act of 1964

How to File a Formal Title VI Complaint

Any person(s) or organization(s) believing they have been discriminated against on the basis of the protected classes stated above by De Witt County or its contractors may file a Title VI complaint. De Witt County's Title VI Complaint Procedures are included as **Exhibit E**.

Discrimination complaints **must be received no more than 180 days after the alleged incident** unless the time for filing is extended by the processing agency.

Complaints should be in writing and signed and may be filed by mail, fax, in person, or e-mail. A complaint should contain the following information:

- A written explanation of the alleged discriminatory actions;
- The complainant's contact information, including, if available: full name, postal address, phone number, and email address;
- The basis of the complaint (e.g., race, color, national origin, etc.);
- The names of specific persons and respondents (e.g., agencies/organizations) alleged to have discriminated;
- Sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives Federal financial assistance; and

- The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is on-going.

Complainants are encouraged to submit complaints directly to the Texas Department of Transportation (TxDOT).

Complaints can also be filed by completing and submitting De Witt County's Title VI Complaint Form, included as **Exhibit F**, and also available at <https://www.co.dewitt.tx.us/page/dewitt.HR> or by sending an email or letter with the necessary information to:

Mailing Address:

De Witt County
102 N. Clinton St., Ste. 230
Cuero, Texas 77954

Email: HR@dwcotx.org

Phone: 361-275-0888

If necessary, the complainant may call the phone number above and provide the allegations by telephone. The Title VI Coordinator will transcribe the allegations of the complaint as provided over the telephone and send a written complaint to the complainant for correction and signature. Complaints can also be filed directly with the following agencies:

Federal Highway Administration
U.S. Department of Transportation Office of Civil Rights
HCR-20, Room E81-320
1200 New Jersey Avenue, SE
Washington, DC 20590

Email: CivilRights.FHWA@dot.gov

Texas Department of Transportation
Civil Rights Division
Attn: Title VI Program Manager
125 E. 11th Street Austin, Texas 78701

After submitting a complaint, the complainant will receive correspondence informing them of the status of the complaint within ten (10) business days from De Witt County or other agency receiving the complaint.

Complaints received by De Witt County's Title VI Coordinator are forwarded to the TxDOT Office of Civil Rights (OCR). TxDOT OCR will forward the complaint to the FHWA Texas

Division Office, along with a preliminary processing recommendation. The FHWA Texas Division Office will forward the complaint to FHWA Headquarters Office of Civil Rights (HCR).

FHWA HCR is responsible for all determinations regarding whether to accept, dismiss, or transfer Title VI complaints. There are four potential outcomes for processing complaints:

- **Accept:** if a complaint is timely filed, contains sufficient information to support a claim under Title VI, and concerns matters under the FHWA’s jurisdiction, then HCR will send to the complainant, the respondent agency, and the FHWA Texas Division Office a written notice that it has accepted the complaint for investigation.
- **Preliminary review:** if it is unclear whether the complaint allegations are sufficient to support a claim under Title VI, then HCR may:
 1. dismiss it or
 2. engage in a preliminary review to acquire additional information from the complainant and/or respondent before deciding whether to accept, dismiss, or refer the complaint.
- **Procedural Dismissal:** if a complaint is not timely filed, is not in writing and signed, or features other procedural/practical defects, then HCR will send the complainant, respondent, and FHWA Texas Division Office a written notice that it is dismissing the complaint.
- **Referral\Dismissal:** if the complaint is procedurally sufficient but FHWA:
 1. lacks jurisdiction over the subject matter or
 2. lacks jurisdiction over the respondent entity, then HCR will either dismiss the complaint or refer it to another agency that does have jurisdiction. If HCR dismisses the complaint, it will send the complainant, respondent, and FHWA Division Office a copy of the written dismissal notice. For referrals, FHWA will send a written referral notice with a copy of the complaint to the proper Federal agency and a copy to the USDOT Departmental Office of Civil Rights.

Complaints are not investigated by De Witt County. FHWA HCR is responsible for investigating all complaints. FHWA HCR may also delegate the investigation to TxDOT OCR, who would then conduct all data requests, interviews, and analysis and create a Report of Investigation (ROI). TxDOT OCR will have sixty (60) business days from the date the investigation is delegated to prepare the ROI and send it to HCR. HCR will review the ROI and compose a Letter of Finding based on the ROI.

For further information about the FHWA investigation process and potential complaint outcomes, please visit the [Questions and Answers for Complaints Alleging Violations of Title VI of the Civil Rights Act of 1964](#).

Complaint Log

De Witt County maintains a complaint log to document all activity related to the complaint. Information captured includes:

- Complainant's name, and if provided, race, color, and national origin;
- Respondent's name;
- Basis(es) of the discrimination complaint;
- Allegation(s)/Issue(s) surrounding the discrimination complaint;
- Date the discrimination complaint was filed;
- Date the investigation was complete;
- Disposition;
- Disposition date; and
- Other pertinent information.

Notice of Rights

In accordance with 23 CFR 200.9(a)(12), De Witt County is required to develop Title VI information for dissemination to the general public and, where appropriate, in languages other than English. Notice of De Witt County Title VI policies and procedures are located on the [De Witt County Human Resources](#) webpage and posted in a public-facing area within the County Courthouse and Annexes.

Notification to Beneficiaries

De Witt County's website is continuously updated to ensure Title VI information is readily accessible to the public. The website informs the public of their rights under Title VI and provides information on how to file a complaint. Title VI information available on De Witt County's website includes:

- De Witt County's Title VI/Non-discrimination Plan
- Title VI and Related Statutes Non-discrimination Statement (English and Spanish)
- Title VI Non-discrimination Assurances and Appendices
- Title VI Discrimination Complaint Procedures and Form (English and Spanish)
- Title VI Poster

Public Involvement

It is the goal of De Witt County to provide continuous, effective and transparent access to all stakeholders. De Witt County strives to inform all stakeholders about proposed plans and projects and seeks input when appropriate. De Witt County utilizes Commissioners' Court public meetings to communicate information regarding upcoming activities and opportunities for public and stakeholder participation in the planning process.

Traditionally underserved communities can find it more difficult to engage with decision making entities due to scheduling conflicts, lack of transportation to public involvement events, language barriers, lack of childcare, etc. Genuine public involvement takes place at all levels and so De Witt County aims to identify communities that may be affected by a project in order to plan appropriately and effectively for the potentially impacted groups. Sources of data used were listed above in the Data Gathering section.

Language Assistance and Limited English Proficiency

Individuals with Limited English Proficiency (LEP) are those who do not speak English as their primary language and have a limited ability to read, write, speak, or understand English as a result of their national origin. Under Title VI, these individuals may be entitled to language assistance with respect to a particular type of service, benefit, or encounter.

Per United States Department of Transportation (USDOT) LEP guidance, as outlined on FHWA's Civil Rights website, recipients of federal funds are required to take reasonable steps to ensure meaningful access to their programs and activities by LEP persons. While designed to be a flexible and fact-dependent standard, the starting point is an individualized assessment that balances the following four factors.

- **Number or proportion of LEP persons eligible to be served or likely to be encountered by the program:** The greater the number or proportion of LEP persons served or encountered, the more likely language services are needed. For the assessment to be accurate it must also include all communities that are eligible for services or are likely directly affected by the district's programs or activities, not only those that live next to a project.

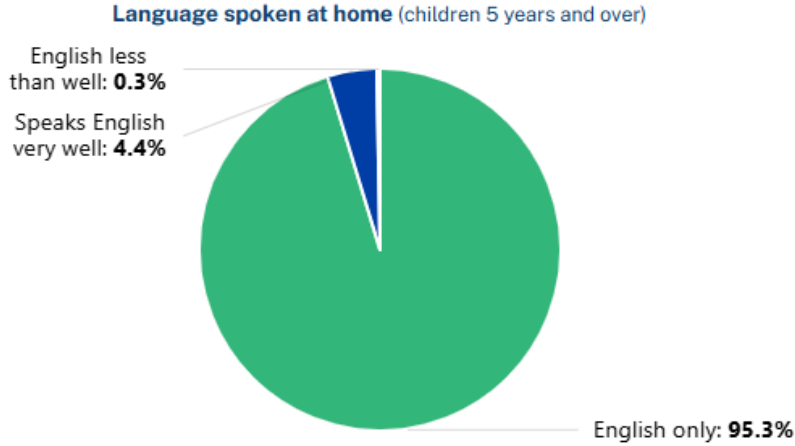
1. De Witt County as of the latest census information available from the United States Census Bureau B16001 report shows the following:

Description	#	%
Total Population 5 years and over:	19,215	100.00%
English:	15,896	82.73%
Speak only English	15,896	82.73%
Spanish or Spanish Creole:	3,032	15.77%
Speak English “very well”	2,299	11.96%
Speak English less than “very well”	733	3.81%
French (incl. Patois, Cajun):	3	0.02%
Speak English “very well”	3	0.02%
Speak English less than “very well”	0	0.00%
Italian:	13	0.07%
Speak English “very well”	5	0.03%
Speak English less than “very well”	8	0.04%
German:	130	0.68%
Speak English “very well”	130	0.68%
Speak English less than “very well”	0	0.00%
Scandinavian:	5	.03%
Speak English “very well”	5	0.03%
Speak English less than “very well”	0	0.00%
Polish:	20	0.11%
Speak English “very well”	15	0.08%
Speak English less than “very well”	5	0.03%
Other Slavic Languages:	59	0.31%
Speak English “very well”	46	0.24%
Speak English less than “very well”	13	0.07%
Thai:	1	0.01%
Speak English “very well”	0	0.00%
Speak English less than “very well”	1	0.01%
Vietnamese:	4	0.02%
Speak English “very well”	0	0.00%
Speak English less than “very well”	4	0.02%
Tagalog:	35	0.18%
Speak English “very well”	35	0.18%
Speak English less than “very well”	0	0.00%
African Languages:	17	0.09%
Speak English “very well”	17	0.09%
Speak English less than “very well”	0	0.00%

A table showing the United States Census Bureau data for language spoken at home by ability to speak English for population 5 years and older in De Witt County.

2. De Witt County as of the latest information available from the National Center for Education Statistics shows the following:

○ **Cuero Independent School District:**



A picture of a pie chart showing language spoken at home by children 5 years and over within the Cuero Independent School District.

○ **Meyersville, Nordheim, Westhoff and Yorktown Independent School Districts:**

- According to American Community Survey – Education Data (ACS-ED), data for children and parents are not available for these districts due to insufficient sample size.

3. De Witt County as of the latest information available from TxDOT’s Demographic Data shows the following:

Limited English Speaking Status				
Burleson County				
	Estimate	MOE	% of Total	% MOE
Total Households	6,921	± 244	--	--
Limited English Speaking Status	145	± 92	2.10%	± 1.33%
Spanish is Spoken	128	± 79	88.28%	--
Indo-European Language is Spoken	17	± 27	11.72%	± 17.07%
Asian/Pacific Islander Language is Spoken	0	± 28	0.00%	--
Other Language is Spoken	0	± 28	0.00%	--

A picture of a table showing limited English-speaking status within De Witt County.

The Safe Harbor Provision

The U.S. Department of Transportation (U.S.DOT) has adopted the U.S. Department of Justice's Safe Harbor Provision. The Safe Harbor Provision is a provision that can provide "safe harbor" for U.S. DOT recipients (and sub-recipients) concerning translation of vital documents. If a recipient provides written translation of vital documents for every LEP group that has the lesser of 1,000 people or five percent (5%) of the total population eligible to be served or to be affected. The Safe Harbor Provision applies to translation of written documents. It does not affect the County's requirement to provide access to LEP individuals through oral language services.

Based on the population of Spanish speakers, De Witt County has the following vital documents which will be translated to Spanish: Title VI Policy Statement, Title VI Notice to Public, Title VI Complaint Form and Title VI Complaint Procedures.

De Witt County strives to foster positive interactions with all members of the community. Therefore, the County shall take reasonable steps to provide language assistance services to LEP individuals. Subject to the guidelines of this plan, County staff should take reasonable steps to provide language assistance services upon request by an LEP person.

- **Frequency with which LEP individuals come in contact with the program:** The Title VI Coordinator will ask each department of the County to log any type of translation or interpretation services. The Title VI Coordinator will ask for these logs yearly to analyze the data each year. This will help the County with any future improvements that might need to be addressed.
- **Nature and importance of the program, activity, or service provided by the program to people's lives:** De Witt County understands the importance to include its citizens in their services that are offered such as requiring County roadways and the court services provided. The County may provide translators and written communication for County services as requested.
- **Resources available to the grantee/recipient or agency, and costs:** County staff have access to Google Translate to assist Limited English Proficiency (LEP) individuals by translating words, phrases, and web pages between English and numerous other languages at no cost. In addition, the County may provide interpreter services and translated written communications for County programs and services upon request, as available. The County may also utilize multilingual employees, when available, to provide informal language assistance to help ensure meaningful access to programs, services, and public information for LEP individuals in compliance with applicable state and federal nondiscrimination requirements.

A general four-factor analysis will help anticipate and prepare for what may be needed; however meaningful four-factor analysis can only occur on a project-by-project basis. When preparing to publish a document, launch a campaign, hold a public meeting, etc., a focused four-factor analysis should be conducted to determine what type of language assistance is needed.

Training

De Witt County will ensure that its staff understand Title VI of the Civil Rights Act of 1964 and how it may apply to their work. The following options are available for providing training:

- Review of the De Witt County Title VI Plan
- Attendance at any available Title VI trainings provided by the Texas Department of Transportation, U.S. Department of Transportation or its applicable operating administrations, or the U.S. Department of Justice.
- Viewing the video [Title VI at TxDOT](#) produced by TxDOT. This training provides a general Title VI overview as well as TxDOT specific information.
- Viewing the video Understanding and Abiding by [Title VI of the Civil Rights Act of 1964](#) produced by the U.S. Department of Justice

De Witt County will maintain records such as training rosters indicating that the staff have received sufficient training on a periodic basis.



Exhibit A

Title VI/Non-discrimination Policy Statement

De Witt County, as a recipient of federal financial assistance and under Title VI of the Civil Rights Act of 1964 and related statutes, ensures that no person shall on the grounds of race, color, national origin, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any Department program or activities.

A handwritten signature in black ink, appearing to read "Daryl L. Fowler", written over a horizontal line.

Daryl L. Fowler, De Witt County Judge

A handwritten date in black ink, "May 26, 2026", written over a horizontal line.

Date



Anexo A

Título VI/Declaración de política de no discriminación

De Witt County, como beneficiario de ayuda financiera federal y en virtud del Título VI de la Ley de Derechos Civiles de 1964 y estatutos relacionados, garantiza que ninguna persona será excluida de participar, se le negarán los beneficios o será objeto de discriminación en ningún programa o actividad del Departamento por motivos de raza, color o nacionalidad.

Daryl L. Fowler, Juez del Condado de De Witt

May 26, 2026

Fecha



Exhibit B

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

DOT Order No. 1050.2A

De Witt 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 the Federal Highway Administration (FHWA), 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.P.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.P.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 U.S. DOT, including the Federal Highway Administration.

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Nondiscrimination 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 U.S. DOT programs:

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23(b) and 21.23(e) or 49 C.P.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 Department of Transportation Programs and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

"The Recipient, 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 Appendix 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 programs 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, the Recipient 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 U.S. DOT 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 U.S. DOT. You must keep records, reports, and submit the material for review upon request to U.S. DOT, 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.

The Recipient 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. DOT under all Department of Transportation Programs. This assurance is binding on Texas, other recipients, subrecipients, sub-grantees, contractors, subcontractors and their subcontractors, transferees, successors in interest, and any other participants in all Department of Transportation programs. The person(s) signing below is/are authorized to sign this assurance on behalf of the Recipient.



Daryl L. Fowler, De Witt County Judge

May 26, 2026

Date



Exhibit C Appendices

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, the FHWA, 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 nondiscrimination 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 FHWA 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 FHWA, 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 Nondiscrimination provisions of this contract, the Recipient will impose such contract sanctions as it or FHWA 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 FHWA 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 De Witt County will accept title to the lands and maintain the project constructed thereon in accordance with all applicable federal statutes, the Regulations for the Administration of all DOT programs, and the policies and procedures prescribed by FHWA 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 De Witt 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 De Witt 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 De Witt County, its successors and assigns.

De Witt 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 De Witt 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, Nondiscrimination 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 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 Recipient 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, De Witt 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, De Witt 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 De Witt 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, leases, permits, or similar instruments entered into by the Recipient pursuant to the provisions of Assurance 7(b):

- 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. 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, De Witt County will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter and repossess said land and facilities thereon, and hold the same as if said (license, permit, etc., a 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, De Witt County will there upon revert to and vest in and become the absolute property of De Witt County and its assigns.

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);

**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.*

- 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 § 4 71, Section 4 7123), 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.P.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 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).



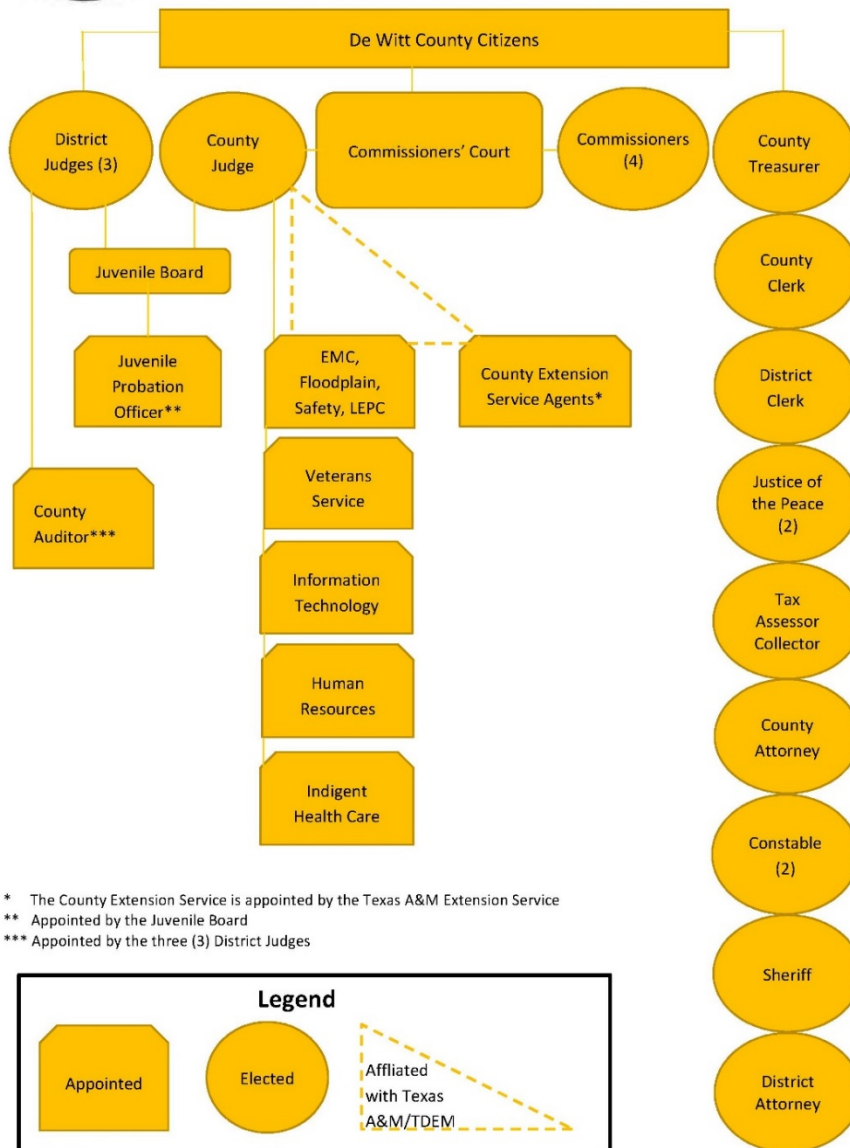
Exhibit D

De Witt County Organizational Chart



DE WITT COUNTY, TX

Organizational
Chart



* The County Extension Service is appointed by the Texas A&M Extension Service
 ** Appointed by the Juvenile Board
 *** Appointed by the three (3) District Judges

A picture of the De Witt County Organizational Chart.



Exhibit E

Title VI Complaint Procedures

The following procedures cover complaints filed under Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987. Any person who believes they, or any specific class of persons, to be subjected to prohibited discrimination based on race, color or national origin may file a written complaint individually or through a representative. A complaint must be filed no later than 180 days after the date of the alleged discrimination, unless the discrimination is ongoing, or the time for filing is extended by the FHWA. Complaints related to the Federal-aid highway program may be filed with TxDOT, FHWA Division Office, the FHWA Headquarters Office of Civil Rights (HCR), the USDOT Departmental Office of Civil Rights, or the USDOJ. De Witt County will ensure that all complaints are sent to the appropriate authority for disposition. Complaints alleging violations of Title VI by subrecipients may be filed in writing directly with the following local, state and federal agencies:

De Witt County
Attn: Title VI Coordinator
102 N. Clinton St., Ste 230
Cuero, Texas 77954

Additionally, complaints filed against the subrecipient may also be filed with TxDOT or FHWA at:

Texas Department of Transportation
Civil Rights Division
Attn: Title VI Program Administrator
125 E. 11th Street

Federal Highway Administration
HCR-20, Room E81-320
1200 New Jersey Avenue, SE
Washington, DC 20590

Federal Highway Administration – Texas Division
Office of Civil Rights
Attn: Civil Rights Specialist
300 E. 8th St.
Austin, TX 78701

Complaint and investigation files are confidential. The contents of such files will only be disclosed to appropriate De Witt County personnel, state and federal authorities in accordance with Federal and State laws. De Witt County will retain files in accordance with records retention schedules and all Federal guidelines.



Anexo E

Procedimientos en caso de quejas del Título VI

Los siguientes procedimientos se aplican a las denuncias presentadas en virtud del Título VI de la Ley de Derechos Civiles de 1964 y la Ley de Restauración de los Derechos Civiles de 1987. Cualquier persona que considere que ella misma, o cualquier clase específica de personas, es objeto de discriminación prohibida por motivos de raza, color o nacionalidad, puede presentar una denuncia por escrito, ya sea individualmente o a través de un representante. La queja debe presentarse a más tardar 180 días después de la fecha de la supuesta discriminación, a menos que suceda de manera continua o que la FHWA extienda el plazo para presentar la queja. Las quejas relacionadas con el programa federal de ayuda a las carreteras pueden presentarse ante el Departamento de Transporte de Texas (TxDOT), la Oficina Divisional de la Administración Federal de Carreteras (FHWA), la Oficina de Derechos Civiles (HCR) de la sede central de la FHWA, la Oficina Departamental de Derechos Civiles del Departamento de Transporte de los Estados Unidos (USDOT) o el Departamento de Justicia de los Estados Unidos (USDOJ). De Witt County se asegurará de que todas las quejas se envíen a la autoridad competente para su resolución. Las quejas por presuntas violaciones del Título VI por parte de los subreceptores pueden presentarse por escrito directamente ante las siguientes agencias locales, estatales y federales:

De Witt County

A la atención de: Coordinador del Título VI
102 N. Clinton St., Ste 230
Cuero, Texas 77954

Además, las quejas presentadas contra el subreceptor también pueden presentarse ante el Departamento de Transporte de Texas (TxDOT) o la Administración Federal de Carreteras (FHWA) en:

Texas Department of Transportation
Civil Rights Division
Attn: Title VI Program Administrator
125 E. 11th Street

Federal Highway Administration
HCR-20, Room E81-320
1200 New Jersey Avenue, SE
Washington, DC 20590

Federal Highway Administration – Texas Division
Office of Civil Rights
Attn: Civil Rights Specialist
300 E. 8th St.
Austin, TX 78701

Los expedientes de denuncias e investigaciones son confidenciales. El contenido de dichos archivos solo se revelará al personal adecuado, las autoridades estatales y federales, de conformidad con las leyes federales y estatales. De Witt County conservará los archivos de acuerdo con los calendarios de conservación de registros y todas las directrices federales.



Exhibit F Title VI Complaint Form

Please submit completed form to:

**De Witt County
Attn: Title VI Coordinator
102 N Clinton St., Ste. 230
Cuero, Texas 77954**

Last Name: _____ First Name: _____

Mailing Address: _____

City: _____ State: _____ Zip: _____

Main Phone Number: _____ Alternate Phone Number: _____

Email Address: _____

Please indicate the basis of your complaint:

Race _____ National Origin _____

Color _____ Other Class _____

Date and place of alleged discriminatory action(s). Please include the earliest date of discrimination and the most recent date of discrimination.

Date and place of alleged discriminatory action(s). Please include the earliest date of discrimination and the most recent date of discrimination.

The law prohibits intimidation or retaliation against anyone because he/she has either taken action, or participated in action, to secure rights protected by these laws. If you feel that you have been retaliated against, separate from the discrimination alleged above, please explain the circumstances below. Explain what action you took which you believe was the cause for the alleged retaliation.

Names of individuals responsible for the discriminatory action(s):

Names of persons (witnesses, fellow employees, supervisors, or others) whom we may contact for additional information to support or clarify your complaint (attach additional pages, if necessary):

Name	Address	Telephone

Have you filed, or intend to file, a complaint regarding the matter raised with any of the following?

If yes, please provide the filing dates. Check all that apply.

- | | |
|---|-------------------|
| <input type="checkbox"/> U.S. Department of Transportation | Date Filed: _____ |
| <input type="checkbox"/> Federal Highway Administration | Date Filed: _____ |
| <input type="checkbox"/> Federal Transit Administration | Date Filed: _____ |
| <input type="checkbox"/> Office of Federal Contract Compliance Programs | Date Filed: _____ |
| <input type="checkbox"/> Texas Department of Transportation | Date Filed: _____ |
| <input type="checkbox"/> U.S. Equal Employment Opportunity Commission | Date Filed: _____ |
| <input type="checkbox"/> U.S. Department of Justice | Date Filed: _____ |
| <input type="checkbox"/> Other: | Date Filed: _____ |

Have you discussed the complaint with any De Witt County representative?

If yes, provide the name, position, and date of discussion.

Briefly explain what remedy, or action, you are seeking for the alleged discrimination.

Please provide any additional information and/or photographs, if applicable, that you believe will assist with an investigation.

We cannot accept an unsigned complaint. Please sign and date the complaint form below.

Complainant's Signature

Date



Anexo F Formulario de quejas del Título VI

Envíe el formulario completado a:

De Witt County

A la atención de: Coordinador del Título VI

102 N. Clinton St., Ste 230

Cuero, Texas 77954

Apellidos: _____ Nombre: _____

Dirección postal: _____

Ciudad: _____ Estado: _____ Código postal: _____

Número de teléfono principal: _____ Número de teléfono alternativo: _____

Dirección de correo electrónico: _____

Indique el motivo de su queja:

Raza _____ Origen nacional _____

Color _____ Otro tipo _____

Fecha y lugar de la(s) supuesta(s) acción(es) discriminatoria(s). Por favor, incluya la fecha más antigua de discriminación y la fecha más reciente de discriminación.

¿De qué manera lo discriminaron? Describa la naturaleza de la acción, decisión o condiciones de la supuesta discriminación. Explique con la mayor claridad posible lo que sucedió y por qué cree que su condición de persona protegida (fundamento) fue un factor determinante en la discriminación. Incluya cómo otras personas fueron tratadas de manera diferente a usted. (Adjunte páginas adicionales, si es necesario).

La ley prohíbe la intimidación o las represalias contra cualquier persona por haber tomado medidas o participado en acciones para garantizar los derechos protegidos por estas leyes. Si considera que ha sido objeto de represalias, independientemente de la discriminación alegada anteriormente, explique las circunstancias a continuación. Explique qué medida tomó que, en su opinión, fue la causa de la supuesta represalia.

Nombres de las personas responsables de la(s) acción(es) discriminatoria(s):

Nombres de personas (testigos, compañeros de trabajo, supervisores u otros) con quienes podamos contactar para obtener información adicional que respalde o aclare su queja (adjunte páginas adicionales, si es necesario):

Nombre	Dirección	Teléfono

¿Ha presentado o tiene intención de presentar una queja sobre el asunto planteado ante alguna de las siguientes instancias?

En caso afirmativo, indique las fechas de presentación. Marque todas las opciones que correspondan.

- | | |
|---|------------------------------|
| <input type="checkbox"/> Departamento de Transporte de EE. UU. | Fecha de presentación: _____ |
| <input type="checkbox"/> Administración Federal de Carreteras | Fecha de presentación: _____ |
| <input type="checkbox"/> Administración Federal de Tránsito | Fecha de presentación: _____ |
| <input type="checkbox"/> Oficina de Programas de Cumplimiento de Contratos Federales | Fecha de presentación: _____ |
| <input type="checkbox"/> Departamento de Transporte del Estado de Texas | Fecha de presentación: _____ |
| <input type="checkbox"/> Comisión para la Igualdad de Oportunidades en el Empleo de EE. UU. | Fecha de presentación: _____ |
| <input type="checkbox"/> Departamento de Justicia de EE. UU. | Fecha de presentación: _____ |
| <input type="checkbox"/> Otro: | Fecha de presentación: _____ |

¿Ha hablado de la queja con algún De Witt County representante?

En caso afirmativo, indique el nombre, el cargo y la fecha de la conversación.

Explique brevemente qué solución o medida solicita por la presunta discriminación.

Por favor, facilite cualquier información adicional y/o fotografías, si procede, que considere que puedan ayudar en la investigación.

No podemos aceptar una queja sin firmar. Firme y feche el formulario de reclamación que aparece a continuación.

Firma de la persona que presenta la queja

Fecha