

# **BARREN RIVER**



**AREA DEVELOPMENT DISTRICT**

## **TITLE VI IMPLEMENTATION PLAN**

**Barren River Area Development District**

**BRADD**

January 1, 2025 – December 31, 2025

Eric Sexton, Executive Director  
Ethan Bates, Regional Transportation Planner & Title VI Coordinator

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# I. Glossary/Definitions

**Affirmative Action:** A good-faith effort to eliminate past and present discrimination in all federally assisted programs and to ensure future nondiscrimination practices.

**African American (Black):** A person having origins in any of the Black racial groups of Africa.

**American Indian or Alaska Native:** A person having origins in any of the original peoples of North and South American (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

**Applicant:** An eligible public entity or organization that submits an application for financial assistance under a program administered on behalf of the State.

**Area Development Districts (ADD):** Focus on developing and sustaining the fundamental building blocks for state, regions and local communities in today's rapidly changing global marketplace. Including but not limited to traditional emphasis on strategic planning and project funding for clean and safe drinking water systems, health care facilities, affordable housing, small business development and transportation improvements.

**Asian:** A person having origins in any of the original peoples of East Asia, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**Assurance:** A written "Policy Statement" or "Contractual Agreement" signed by the agency head in which a recipient agrees to administer federally assisted programs in accordance with civil rights laws and regulations.

**Beneficiary:** Any person or group of people (other than states) entitled to receive benefits, directly or indirectly, from any federally assisted program (*i.e.*, relocated persons, impacted citizens, communities, etc.).

**Complaint:** A verbal or written allegation of discrimination that indicates that a federally assisted program is operated in such a manner that it results in disparity of treatment to persons or groups of persons because of race, color, or national origin.

**Compliance:** A satisfactory condition wherein an applicant, recipient, or sub recipient has effectively implemented all of the Title VI requirements or can demonstrate that every good-faith effort toward achieving this end has been made.

**Contract:** A mutually binding legal relationship or any modification thereof obligating the seller to furnish supplies or services, including construction, and obligating the buyer to pay for them. Throughout this document, a lease is considered a contract.

**Contractor:** Any person, corporation, partnership, organization, or incorporated association that participates, through a contract or subcontract, in any program or activity covered by this plan including lessees.

**Discrimination:** Involves any act or inaction, whether intentional or unintentional in any program or activity of a federal aid recipient, sub recipient, or contractor, which results in disparate treatment, disparate impact, or perpetuating the effects of prior discrimination based on race, color, sex, national origin, age, disability, failing to make a reasonable accommodation.

**Division:** One of the administrative subdivisions of an office of the Barren River Area Development District.

**Executive Director:** The BRADD Executive Director has authority to appoint Title VI Designee(s).

**Federal Assistance:**

- Grants and loans of federal funds
- The grant or donation of federal property and interests in property
- The detail of federal personnel
- The sale and lease of, and the permission to use (on other than a casual or transient basis), federal property or any interest in such property without
- Consideration or with nominal consideration, or with consideration which is reduced for the purpose of assisting the recipient, or in recognition of the public interest to be served by such sale or lease to the recipient.
- Any federal agreement, arrangement, or other contract that has, as one of its purposes, the provision of assistance.

**Grantee:** Any public or private agency, institution, or organization to whom federal financial assistance is intended for any program.

**Hispanic or Latino:** A person having origins of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or origin, regardless of race.

**Implementation Plan:** The Title VI implementation plan developed and maintained by Barren River Area Development District (BRADD) to ensure compliance with 42 U. S. C. § 2000d et. seq. and KRS 344.015.

**Indo-European:** Relating to a group of languages that includes many of the languages spoken in Europe, in the parts of the world colonized by Europeans, and in parts of Asia.

**Interpretation:** The process of listening to something in one language and orally interpreting it in another. The mix of LEP services under the Oral Languages Services is as follows:

- Hiring bilingual staff
- Hiring staff interpreters
- Using telephone interpreter lines
- Using community volunteers
- Use of family members, friends, and other customers/passengers as interpreters

**Limited English Proficiency or LEP:** Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write or understand English can be limited English proficient.

**Minority:** A person or groups of persons differing from others in some characteristics who may be subjected to differential treatment based on race, color or national origin. Includes *African Americans, Hispanics, or Latinos, American Indian or Alaska Native, Asians and native Hawaiian or Other Pacific Islander.*

**Native Hawaiian or Other Pacific Islander:** A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**Non-compliance:** The condition wherein a recipient has failed to meet prescribed requirements and has shown a lack of good-faith effort in implementing all of the Title VI requirements.

**Non-minority or non-minority group people:** Caucasians

**Persons:** Where designation of persons by race, color or national origin is required, the following designations ordinarily may be used: "White not of Hispanic origin," "Black not of Hispanic origin," "Hispanic," "Asian or Pacific Islander," "American Indian or Alaska native." Additional subcategories based on national origin or primary language spoken may be used, where appropriate, on either a national or a regional basis.

**Primary recipient:** KYTC or any department, division, or agency authorized to request federal assistance on behalf of sub-recipients and to distribute financial assistance to sub-recipients' contracts for carrying out a program.

**Program:** Includes any highway, project, or activity that provides services, financial aid or other benefits to individuals, including education or training, work opportunities, health, welfare, rehabilitation, housing or other services, whether provided directly by the recipient of federal financial assistance or provided by others through contacts or other arrangements with the recipient (i.e. Planning, Environment, Design, Right-of-Way, Construction, Safety, & Research).

**Program area officials:** The officials who are responsible for carrying out technical program responsibilities.

**Public participation:** An open process in which the rights of the community to be informed to provide comments to the Government and to receive a response from the Government are met through a full opportunity to be involved and to express needs and goals.

**Recipient:** Kentucky or any political subdivision or instrumentality thereof or any public or private agency, institution, or organization or other entity: or any individual in Kentucky to whom federal assistance is extended, either directly or through another recipient, for any program. Recipient includes any successor, assignee, or transferee thereof. The term “recipient” does not include any ultimate beneficiary under any such program. Examples of recipients include MPOs, Council of Governments (COG), towns, cities, counties, school districts or any sub recipient.

**Sub-grantee:** Any public or private agency, institution, or organization to whom federal financial assistance is intended (through another recipient) for any program.

**Sub-recipient:** Any public or private agency, institution, or organization to whom federal financial assistance is intended (through another recipient) for any program.

**Title VI Program:** The System of requirements developed to implement Title Vi of the Civil Rights Act of 1964. When appropriate, the phrase “Title Vi Program” also refers to the civil rights provisions of other federal non-discrimination authorities to the extent that they prohibit discrimination on the grounds of race, color, national origin, sex, age and disability, including income level and Limited English Proficiency in programs or activities receiving federal financial assistance.

**Translation:** Translation is the replacement of a written text from one language into an equivalent written text in another language.

**White:** A person having origins in any of the original people of Europe, the Middle east, or North Africa.

## II. Overview of Title VI

Title VI of the Civil Rights Act of 1964 is a non-discrimination statute. Specifically, Title VI provides that "no person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance" (42 U.S.C. Section 2000d). Each federal department and agency, which is empowered to extend Federal financial assistance to any program or activity, by way of grant, loan, federal personnel, or any federal agreement contract is authorized and directed to make the provisions of Section 2000d of this title.

Sex was added as a protected class under Title VI Programs by Section 162(a) of the Federal Aid Highway Act of 1973 (23 U.S.C. 324).

The BRADD Board of Directors is the governing body of Barren River Area Development District. As a recipient of federal funds through grant program(s), the BRADD is subject to Title VI of the Civil Rights Act of 1964. The BRADD works to ensure that nondiscriminatory services are offered throughout the region thereby enhancing both the quality of life and the economic vitality.

### **Non-Discrimination Authorities**

- Title VI of the Civil Rights Act of 1964 (42 USC 2000d et seq.)
- Section 162 (a) of the Federal Aid Highway Act of 1973 (23 USC 324)
- Age Discrimination Act of 1975
- Section 504 of the Rehabilitation Act of 1973
- Americans With Disabilities Act of 1990
- Civil Rights Restoration Act of 1987
- 49 CFR Part 21
- 23 CFR Part 200
- U.S. DOT Order 1050.2
- Executive Order #12898 (Environmental Justice)
- Executive Order #13166 (Limited-English-Proficiency)

### III. Responsible Officials

Eric Sexton, Executive Director, has overall responsibility for implementation, compliance, and reporting with respect to Title VI. Inquiries related to these activities should be directed to:

Eric Sexton, Executive Director  
177 Graham Avenue  
Bowling Green, KY 42101  
(270) 781-2381  
(270) 306-4064 fax  
[eric.sexton@bradd.org](mailto:eric.sexton@bradd.org)

Ethan Bates, Transportation Planner & Title VI Coord.  
177 Graham Avenue  
Bowling Green, KY 42101  
(270) 781-2381  
(270) 306-4064 fax  
[ethan.bates@bradd.org](mailto:ethan.bates@bradd.org)

Ethan Bates is designated as the Title VI Coordinator and is responsible for the oversight and coordination of BRADD's compliance with Title VI and all related statutes, regulations and directives. The Title VI Coordinator has direct access to the BRADD's Executive Director. General responsibilities of the Title VI Coordinator include but are not limited to the following:

- Coordinating Title VI program development with Metropolitan Planning Organizations (MPOs), Local Public Agencies (LPAs) and division managers.
- Establishing procedures for processing Title VI program reviews and/or subrecipient/contractor reviews.
- Coordinating training Title VI training for BRADD staff, sub-recipients/contractors, and stakeholders.
- Preparing required reports
- Providing guidance and advice on the Title VI Program to BRADD staff.
- Annually updating BRADD's Title VI Program Plan

# IV. Title VI Policy Statement



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www.bradd.org

### Title VI Policy Statement

The Barren River Area Development District assures that no person shall on the basis of race, color, national origin, age, disability, family or religious status, as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 and the Florida Civil Rights Act of 1992 be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination or retaliation under any program or activity undertaken by the agency.

It is the policy of Barren River Area Development District to ensure 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 otherwise subjected to discrimination under any program or activity conducted by the city by Title VI of the Civil Rights Act of 1964. In addition to Title VI, other nondiscrimination statutes provide legal protection. These statutes include the following: Section 162(a) of the Federal Highway Act of 1973 (23 U.S.C. 324 (sex), Age Discrimination Act of 1975 (age), and Section 504 of the Rehabilitation Act of 1973/Americans with Disabilities Act of 1990 (disability).

Eric Sexton

Executive Director

BRADD

8-7-25

Date

### BRADD MISSION STATEMENT

*To preserve and advance the quality of life and economic well-being for the citizens of the BRADD through regional collaboration.*

ALLEN    BARREN    BUTLER    EDMONSON    HART    LOGAN    METCALFE    MONROE    SIMPSON    WARREN

## V. Statement of Assurances

The BRADD, its staff, any subrecipients of federal funds under grants administered by the BRADD, and all other parties involved with such grants are in compliance with all provisions of Title VI of the Civil Rights Act of 1964 (42 U. S. C. § 2000d).

- A. Each subrecipient of federal funds under grants administered by the BRADD shall have agreed in writing to adopt BRADD's Title VI plan, or
- B. If the sub-recipient's Title VI plan differs from the BRADD's plan, the sub-recipient's Title VI plan shall be available for review from the Responsible Official.

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## The United States Department of Transportation (USDOT)

### Standard Title VI/Non-Discrimination Assurances

#### DOT Order No. 1050.2A

The Barren River Area Development District (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.F.R. Part 21 (entitled *Non-discrimination In Federally-Assisted Programs Of The Department Of Transportation-Effectuation Of Title VI Of The Civil Rights Act Of 1964*);
- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);

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

#### General Assurances

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

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

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.

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## 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 **Federal Highway Program**.

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23 (b) and 21.23 (e) of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated, or will be (with regard to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.
2. The Recipient will insert the following notification in all solicitations for bids, Requests For Proposals for work, or material subject to the Acts and the Regulations made in connection with all **Federal Highway Programs** and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

*"The Barren River Area Development District, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award."*

3. The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.

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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, **Barren River Area Development District** 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 **FHWA** 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 **FHWA**. You must keep records, reports, and submit the material for review upon request to **FHWA**, 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.

**Barren River Area Development District** gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation

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

Barren River Area Development District

*(Name of Recipient)*

by

A handwritten signature in blue ink, appearing to read "Eric S. [unclear]".

*(Signature of Authorized Official)*

DATED

8-7-25

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## 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, *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 Non-discrimination on the grounds of race, color, or national origin.
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or the *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 the *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 Non-discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the *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 the *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.

A

## APPENDIX B

### CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

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

**NOW, THEREFORE**, the U.S. Department of Transportation as authorized by law and upon the condition that the *Barren River Area Development District* will accept title to the lands and maintain the project constructed thereon in accordance with *The Civil Rights Restoration Act of 1987*, the Regulations for the Administration of *Federal Highway Program*, and the policies and procedures prescribed by the *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 the *Barren River Area Development District* 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 *Barren River Area Development District* and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the *Barren River Area Development District*, its successors and assigns.

The *Barren River Area Development District*, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]\* (2) that the *Barren River Area Development District* will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended[, and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].\*

(\*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.)

## APPENDIX C

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

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the *Barren River Area Development District* 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, *Barren River Area Development District* will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.\*
- C. With respect to a deed, in the event of breach of any of the above Non-discrimination covenants, the *Barren River Area Development District* will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the *Barren River Area Development District* and its assigns.\*

(\*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)

## APPENDIX D

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

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

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

D

## APPENDIX E

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

### Pertinent Non-Discrimination Authorities:

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

## VI. Title VI Notice to the Public

The BRADD will disseminate Title VI information to employees, contractors, sub-recipients, and beneficiaries, as well as to the public. A variety of public notification and participation procedures will be used to encourage the early and continuous involvement of citizens, communities, and others interested in the planning process and decisions of the BRADD. The BRADD will discuss and/or distribute Title VI information using mass media including, but not limited to the following:

Policy Statement	Inclusion of Title VI Language in Contacts
New Employee Orientation	Federal EEO Posters
BRADD Website: <a href="http://bradd.org">bradd.org</a>	Standard Procedures Manual
Significant Publications	Mailings
Meetings Open to the Public	Events

Notices of Title VI compliance will be posted in a prominent place including the following locations:

BRADD Website: <a href="http://bradd.org">bradd.org</a>	BRADD Office Lobby
Personnel Policies	All State and Federal Contracts
Break Room/Common Areas by Federal EEO	

Three groups of people will receive notification of BRADD's Title VI plan, complaint forms, nondiscrimination policy, and programs and services: 1) BRADD employees who will receive copies of the implementation plan and the complaint procedures; 2) federal grants applicants and sub-recipients of federal grants who will be notified of Title VI requirements at the time of application and at the time of any grant award; and 3) members of the general public who request information via phone, fax, or email.

The BRADD Title VI Plan and Language Access Plan are available for the review at the BRADD office. Information is also available on the BRADD's website: [www.bradd.org](http://www.bradd.org). Title VI application forms and checklists for sub-recipients are also available at the BRADD office.

## BARREN RIVER



### TITLE VI NOTICE TO THE PUBLIC

The Barren River Area Development District (BRADD) hereby gives notice that it is the policy of the agency to assure full compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 and related Nondiscrimination authorities in all program and activities. It is BRADD's policy that no person in the United States of America shall, on the grounds of race, color, sex, and national origin be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any of our programs or activities receiving Federal financial assistance.

Any person who believes they have been subjected to discrimination under the Title VI and related Nondiscrimination authorities has the right to file a complaint.

To request or receive additional information on its discrimination obligation, including its complaint procedures the person listed below or visit the administrative office at the address listed below.

Ethan Bates, Regional Transportation Planner-Title VI/ADA/504 Coordinator

BRADD  
177 Graham Avenue  
Bowling Green, KY 42101  
(270) 306-4046  
(270)842-0768 fax  
[ethan.bates@bradd.org](mailto:ethan.bates@bradd.org)  
[www.bradd.org](http://www.bradd.org)

## BARREN RIVER



### AVISO AL PÚBLICO DEL TÍTULO VI

El Distrito de Desarrollo del Área de Barren River (BRADD, por sus siglas en inglés) notifica por la presente que es política de la agencia asegurar el pleno cumplimiento del Título VI de la Ley de Derechos Civiles de 1964, la Ley de Restauración de Derechos Civiles de 1987 y las autoridades relacionadas con la no discriminación en todos los programas y actividades. Es política de BRADD que ninguna persona en los Estados Unidos de América, por motivos de raza, color, sexo, y origen nacional, sea excluida de la participación, se le nieguen los beneficios o sea objeto de discriminación en cualquiera de nuestros programas o actividades que reciban asistencia financiera federal.

Cualquier persona que crea que ha sido objeto de discriminación bajo el Título VI y las autoridades relacionadas contra la discriminación tiene derecho a presentar una queja.

Para solicitar o recibir información adicional sobre su obligación de discriminación, incluidos sus procedimientos de queja, la persona que se indica a continuación o visite la oficina administrativa en la dirección que se indica a continuación.

Ethan Bates, Planificador Regional de Transporte-Coordinador del Título VI/ADA/504

BRADD  
177 Avenida Graham  
Bowling Green, KY 42101  
(270) 306-4046  
(270)842-0768 fax  
[ethan.bates@bradd.org](mailto:ethan.bates@bradd.org)  
[www.bradd.org](http://www.bradd.org)

## BARREN RIVER



### KICHWA VI TAARIFA KWA UMMA

Wilaya ya Maendeleo ya Eneo la Mto Barren (BRADD) inatoa notisi kwamba ni sera ya wakala kuhakikisha utii kamili wa Kichwa VI cha Sheria ya Haki za Kiraia ya 1964, Sheria ya Marejesho ya Haki za Kiraia ya 1987 na mamlaka zinazohusiana na Kutobagua katika programu zote na shughuli. Ni sera ya BRADD kwamba hakuna mtu katika Umoja wa Mataifa ya Amerika, kwa misingi ya rangi, rangi, jinsia, na asili ya kitaifa atatengwa kutoka kwa kushiriki, kunyimwa manufaa ya, au kubaguliwa vinginevyo chini ya programu au shughuli zetu zinazopokea usaidizi wa kifedha wa Shirikisho.

Mtu yeyote anayeamini kuwa amebaguliwa chini ya Kichwa VI na mamlaka husika ya Kutobagua ana haki ya kuwasilisha malalamiko.

Kuomba au kupokea maelezo ya ziada kuhusu dhima yake ya ubaguzi, ikijumuisha taratibu zake za malalamiko mtu aliyeorodheshwa hapa chini au kutembelea ofisi ya usimamizi kwenye anwani iliyoorodheshwa hapa chini.

Ethan Bates, Mratibu wa Usafiri wa Kanda-Kichwa VI/ADA/504 Mratibu

BRADD  
177 Graham Avenue  
Bowling Green, KY 42101  
(270) 306-4046  
(270)842-0768 faksi  
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[www.bradd.org](http://www.bradd.org)

# BARREN RIVER



## ခေါင်းစဉ် VI အများပြည်သူ့ အသိပေးချက်

Barren River Area Development District (BRADD) သည် 1964 ခုနှစ် နိုင်ငံသားအခွင့်အရေးအက်ဥပဒေ ခေါင်းစဉ် VI၊ 1987 ခုနှစ် နိုင်ငံသားအခွင့်အရေးများ ပြန်လည်ထူထောင်ရေးအက်ဥပဒေ နှင့် သက်ဆိုင်ရာ အစီအစဉ်အားလုံးတွင် ခွဲခြားဆက်ဆံမှုမရှိသော အာဏာပိုင်များ၏ မူဝါဒကို အပြည့်အဝ လိုက်နာကြောင်း သေချာစေရန် အေဂျင်စီ၏ မူဝါဒဖြစ်ကြောင်း အသိပေးအပ်ပါသည်။ လှုပ်ရှားမှုများ။ BRADD ၏ မူဝါဒသည် အမေရိကန်ပြည်ထောင်စုရှိ မည်သူမျှ လူမျိုး၊ အသားအရောင်၊ လိင်နှင့် နိုင်ငံသား ဖြစ်ကြောင်း ပါဝင်ခြင်းမှ ဖယ်ထုတ်ခြင်း၊ အကျိုးကျေးဇူးများကို ငြင်းပယ်ခြင်း သို့မဟုတ် အခြားနည်းဖြင့် ခွဲခြားဆက်ဆံခြင်း မခံရစေရဟူသည့် မူဝါဒဖြစ်သည်။ ကျွန်ုပ်တို့၏ ပရိုဂရမ်များ သို့မဟုတ် ဖက်ဒရယ်ဘဏ္ဍာရေးအကူအညီကို လက်ခံရရှိသည့် လှုပ်ရှားမှုများ။

ခေါင်းစဉ် VI အရ ခွဲခြားဆက်ဆံခံရသည်ဟု ယုံကြည်သူတိုင်းနှင့် သက်ဆိုင်ရာ ခွဲခြားဆက်ဆံမှုမရှိသော အာဏာပိုင်များထံ တိုင်ကြားပိုင်ခွင့်ရှိပါသည်။

အောက်တွင်ဖော်ပြထားသောပုဂ္ဂိုလ်သည် ၎င်း၏တိုင်ကြားချက်လုပ်ထုံးလုပ်နည်းများအပါအဝင် ၎င်း၏ခွဲခြားဆက်ဆံမှုဆိုင်ရာတာဝန်ဝတ္တရားဆိုင်ရာ နောက်ထပ်အချက်အလက်များကို ထောင်းဆိုရန် သို့မဟုတ် လက်ခံရယူရန် သို့မဟုတ် အောက်ဖော်ပြပါလိပ်စာရှိ အုပ်ချုပ်ရေးရုံးသို့ သွားရောက်ကြည့်ရှုပါ။

Ethan Bates၊ ဒေသဆိုင်ရာသယ်ယူပို့ဆောင်ရေးအစီအစဉ်-ခေါင်းစဉ် VI/ADA/504 ညှိနှိုင်းရေးမှူး

BRADD  
177 ဂရေဟမ်ရိပ်သာ  
Bowling Green, KY 42101  
(၂၇၀) ၃၀၆-၄၀၄၆  
(270)842-0768 ဖက်စ်  
[ethan.bates@bradd.org](mailto:ethan.bates@bradd.org)  
[www.bradd.org](http://www.bradd.org)

## VII. Program Review Procedures

The BRADD is responsible for the following under Title VI:

- Collecting and analyzing data on minority and low-income populations to determine the potential impact of proposed plans, programs, and projects
- Ensuring all contract documents contain the appropriate Title VI provisions
- Consulting with the Title VI Officer, Coordinator or Liaison and the OCRSBD Executive Director when Complaints are received, or issues arise during a public hearing/meeting
- Ensuring that all people are treated equitably regardless of race, color, or national origin
- Monitoring Title VI accomplishments, notifying the Title VI Officer, Coordinator or Liaison of problem areas and summarizing activities for inclusion in the Title VI Plan Update
- Developing and updating internal policies and procedures to ensure Title VI compliance during all phases of projects and activities
- Ensuring that all business pertaining to the selection, negotiation, and administration of consultant contracts and agreements is accomplished without discrimination based on race, color, or national origin
- Ensuring that efforts are made to include minority and women owned businesses in consideration for contracts
- Ensuring that internal and external publications and all other relevant communications disseminated to the public include the Title VI policy reference
- Providing reasonable accommodations, information in the appropriate language or interpreters as needed for individuals with disabilities and LEP persons

## VIII. Programs or Activities Subject to Title VI

- A. U.S Housing and Urban Development's Community Development Block Grant (CDBG), U.S Federal Highway Administration funding, and U.S Health and Human Services, Administration for Community Living programs. Funds are designated for the following program areas:
- Housing
  - Community Projects
  - Public Services
  - Public Facilities
  - Economic Development
  - Community Emergency Relief Fund
  - Transportation Administration for Community Living

The U.S. Department of Housing and Urban Development (HUD) funded Community Development Block Grant (CDBG) program for DLG, Federal Highway Administration, Department of Labor, and Health and Human Services, Administration for Community Living to provide assistance to communities for use in revitalizing neighborhoods, expanding affordable housing and economic opportunities, providing infrastructure and/or improving community facilities to the Barren River region, and the provision of services for our Senior Citizens.

- B. The Land and Water Conservation Fund (LWCF) provides federal grant funds to protect important natural areas, to acquire land for outdoor recreation and to develop or renovate public outdoor recreation facilities such as campgrounds, picnic areas, sports & playfields, swimming facilities, boating facilities, fishing facilities, trail, natural areas, and passive parks.

Potential Beneficiaries: Cities and counties, state and federal agencies are eligible to apply for funding. The maximum grant amount is \$75,000. The minimum amount is \$5,000. It is a 50% matching reimbursement program.

- C. The Recreational Trails Program provides grant funds to develop and renovate recreation trails for both motorized and non-motorized use. It does not fund equipment such as mowers and gators.

Potential Beneficiaries: Eligible applicants are city and county governments, state and federal agencies, and non-profit organizations.

- D. The ARC is a federal-state economic development program assisting in the economic development of Appalachia through a diversity of projects in the areas of public infrastructure (water, sewer, solid waste, housing, and telecommunications), human resource development (education/workforce development, affordable/accessible healthcare, and leadership development) and business/entrepreneurial development.

Potential Beneficiaries: Local governments, special districts, and non-profit entities that include Kentucky's 51 most eastern and south-central Counties are eligible to apply for the grant dollars. Thirty-two "distressed" counties also have access to a separate restricted allocation of funds.

- E. The National Forest Receipts program provides "pass-through" funds to counties. The State Local Finance Officer receives a notice of wire transfer from the US Department of Agriculture Forest Services for funds to be distributed annually to various counties.

Potential Beneficiaries: Counties.

- F. The Flood Control Receipts program provides "pass-through" funds to counties. The State Local Finance Officer receives a check annually from the US Army Corps of Engineers. The check is deposited with the KY State Treasurer, authorization for payment to Counties is processed and checks are then prepared to send this money to the Counties in accordance with the statement from the federal government which was enclosed with the check.

Potential Beneficiaries: Counties.

The Kentucky Infrastructure Authority administers two federal grant programs from the Environmental Protection Agency:

1. Capitalization Grants for Clean Water State Revolving Funds provides assistance for: (1) construction of publicly owned wastewater treatment works; and (2) nonpoint source management activities. Funds are loaned to local government entities.
2. Capitalization Grants for Drinking Water State Revolving Funds provides assistance for infrastructure improvement projects that are needed to achieve or maintain compliance with Safe Drinking Water Act requirements, protect public health, and assist systems with economic need. Funds are loaned to local government entities.

## IX. Title VI Complaint Disposition Procedures

### **Who can file?**

Any person who believes they—or with a specific class of persons—were subjected to discrimination on the basis of race, color, or national origin in the programs and activities of a Federal-aid Recipient may file a Title VI complaint.

### **Where can one file?**

Complaints may be filed with KYTC, FHWA Division Offices, the FHWA Headquarters Office of Civil Rights, the United States Department of Transportation (USDOT) Departmental Office of Civil Rights, or the U.S. Department of Justice.

### **When must one file?**

According to U.S. DOT regulations, 49 CFR § 21.11(b), a complaint must be filed no later than 180 days after the date of the last instance of alleged discrimination, unless the time for filing is extended by the investigating agency.

### **What should a complaint look like?**

Complaints should be in writing and signed and may be filed by mail, fax, in person, or e-mail. However, the complainant may call the agency and provide the allegations by telephone, and the agency will transcribe the allegations of the complaint as provided over the telephone and send a written complaint to the complainant for correction and signature. A complaint should contain at least the following information:

- A written explanation of what has happened;
- A way to contact the complainant;
- The basis of the complaint (e.g., race, color, national origin);
- The identification of a specific person/people and the respondent (e.g.)agency/organization) 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). Complaint should indicate if the alleged discrimination is on-going.

### **How are complaints routed?**

FHWA is responsible for all decisions regarding whether a complaint should be accepted, dismissed, or referred to another agency.

With this understanding, complaints should be routed in the following ways:

- All complaints should be routed to the FHWA Headquarters Office of Civil Rights (HCR) for processing. HCR is responsible for all determinations regarding whether to accept, dismiss, or transfer Title VI complaints filed against State DOTs or Subrecipients of Federal financial assistance.
- Complaints should be forwarded from the initial receiving agency through the Federal-aid highway oversight hierarchy until the complaint reaches HCR. For example, if a complaint is filed with a Subrecipient City, that receiving agency should forward the complaint to the State DOT, which should forward the complaint to the State's FHWA Division Office, which should forward

the complaint to HCR. If a complaint is filed with a State DOT, then the State DOT should forward the complaint to the State's FHWA Division Office, which should forward the complaint to HCR.

- State DOTs and Subrecipients must log all complaints received.
- When HCR decides on whether to accept, dismiss, or transfer the complaint, HCR will notify the Complainant, the FHWA Division Office, State DOT, and Subrecipient (where applicable).

Complaints may be sent to:  
Kentucky Transportation Cabinet  
Office for Civil Rights  
200 Mero Street, 6<sup>th</sup> Floor  
Frankfort, KY 40622

And/Or

US Federal Highway Administration Kentucky Division  
John C Watts Federal Building  
330 W Broadway St Ste 264,  
Frankfort, KY 40601  
Attention: Civil Rights Specialist

And/Or

Federal Highway Administration Headquarters - Office of Civil Rights  
1200 New Jersey Avenue, SE HCR-40, Room E81-101  
Washington, DC 20590  
202-366-0693 or Fax: 202-366-1599  
TTY: 202-366-5751

Additionally, complaints may be filed with the U.S. Department of Justice at:

Federal Coordination and Compliance Section - NWB Civil Rights Division  
U.S. Department of Justice  
950 Pennsylvania Avenue, N.W.  
Washington, D.C. 20530

### **What are the potential outcomes for processing a complaint?**

There are four potential outcomes for processing complaints:

- **Accept:** if a complaint is timely filed (see "**When must one file?**" above), contains sufficient information to support a claim under Title VI, and concerns matters under FHWA's jurisdiction, then HCR will send to the complainant, the respondent agency, and the FHWA 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 (see "**When must one file?**" above), is not in writing and signed, or features other procedural/practical defects, then HCR will send the

complainant, respondent, and FHWA 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.

HCR is responsible for conducting all investigations of State DOTs and other primary Recipients. In the case of a complaint filed against a Subrecipient, HCR may either conduct the investigation itself, or it may delegate the investigation to the primary Recipient State DOT. If HCR chooses to delegate the investigation of a Subrecipient, HCR will communicate its acceptance of the complaint to the complainant and respondent, but the State DOT will conduct all data requests, interviews, and analysis. The State DOT will then create a Report of Investigation (ROI), which it will send to HCR. Finally, HCR will review the ROI and compose a Letter of Finding based on the ROI. All Letters of finding issued by FHWA are administratively final.

#### **What are the timeframes for investigations?**

For FHWA, there is no regulatory timeframe for completing investigations. However, FHWA strives to complete all tasks within 180 days from the date of acceptance. For State DOTs that have been delegated an investigation from FHWA, 23 CFR §200.9(b)(3) provides that State DOTs must complete investigations within 60 days of receipt (meaning the date it receives the delegated complaint from FHWA).

# X. Title VI Complaint Forms



177 GRAHAM AVENUE  
BOWLING GREEN, KY 42101  
P: 270-781-2381  
P: 270-842-0768  
www.bradd.org

BARREN RIVER AREA DEVELOPMENT DISTRICT DISCRIMINATION COMPLAINT FORM			
<p>Instructions: Complete and sign this form and mail, fax, or deliver to the Barren River Area Development District</p> <p>Address: BRADD:177 Graham Avenue Bowling Green, KY 42101 Attn: Title VI Coordinator</p> <p>Fax: BRADD:177 Graham Avenue Bowling Green, KY 42101 (270) 842-0768</p>			
SECTION 1: COMPLAINT INFORMATION			
FIRST NAME	MI	LAST NAME	
PHONE		ALTERNATE PHONE	
MAILING ADDRESS ( <i>street</i> )	CITY	STATE	ZIP
SECTION 2: COMPLAINT DETAILS			
<p><u>Please Indicate the Basis of Your Complaints:</u></p> <p>Race _____ Color _____ National Origin _____</p> <p>Sex _____</p>			
<p>Please provide the date and places of the alleged discriminatory action(s). Please include the earliest date of discrimination and the most recent date of discrimination.</p>			
<p>How were you discriminated against? Describe the nature of the action, decision, or conditions of the alleged discrimination. Explain as clearly as possible what happened and why you believe your protected status was a factor in the discrimination. Include how other persons were treated differently than. <b>Attach additional pages if necessary.</b></p>			

The law prohibits intimidation or retaliation against anyone because he/she has either taken actions 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. Describe what action which you took was the cause for the allege retaliation. *Attach as additional pages if necessary.*

Names of individuals, agency, or department responsible for the discriminatory action(s):

Name:	Address:	Phone:
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____

Names of Persons (witnesses, fellow employees, or others) who contact for additional information to support or clarify your complaint: **Attach additional pages if necessary.**

Name:	Address:	Phone:
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____

**SECTION 3: ACTIONS**

Have you filed or do you intend to file a complaint regarding the matter raised with any of the following? If yes, please provide the filing date. **(Check all that apply)**

U.S Department of Transportation \_\_\_\_\_ Office of Federal Contract Compliance Programs \_\_\_\_\_

Federal Highway Administration \_\_\_\_\_ U.S Equal Employment Opportunity Commission \_\_\_\_\_

Federal Transit Administration \_\_\_\_\_ U.S Department of Justice \_\_\_\_\_

Other \_\_\_\_\_

Have you discussed this complaint with any other BRADD representative? Yes \_\_\_ No \_\_\_

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

Name of BRADD Representative	Position of Representative	Date of Discussion

Do you have an attorney regarding this matter? Yes \_\_\_ No \_\_\_

If yes, please provide attorney's contact information.

Briefly explain what remedy or action you are seeking for the alleged discrimination.	
<b>We can not accept an unsigned complaint. Please sign and date below.</b>	
_____	_____
<b>Complaint's Signature</b>	<b>Date</b>
FOR OFFICE USE ONLY	
Date Complaint Received: _____	Case # _____
Processed By: _____	Date Referred: _____
Referred to U.S DOT ___ FHWA ___ FTA ___ OFCCP ___ U.S. EEOC ___ Other _____	
Name of Law Firm	Name of Representing Attorney
Mailing Address	Phone

## BARREN RIVER



177 GRAHAM AVENUE  
BOWLING GREEN, KY 42101  
P: 270-781-2381  
P: 270-842-0768  
www.bradd.org

WILAYA YA MAENDELEO YA ENEO LA MTO TASA FOMU YA MALALAMIKO YA UBAGUZI			
Maagizo: Jaza na utie sahihi fomu hii na barua pepe, faksi, au wasilisha kwa Anwani ya Wilaya ya Maendeleo ya Eneo la Barren River:			
BRADD:177 Graham Avenue Bowling Green, KY 42101 Attn: Mratibu wa Tittle VI		Faksi: BRADD:177 Graham Avenue Bowling Green, KY 42101 (270) 842-0768	
SEHEMU YA 1: TAARIFA YA MALALAMIKO			
JINA LA KWANZA	MI	JINA LA MWISHO	
SIMU		SIMU MBADALA	
ANWANI YA KUTUMIA BARUA ( <i>mitaani</i> )	CITY	JIMBO	ZIPO
SEHEMU YA 2: MAELEZO YA MALALAMIKO			
<u>Tafadhali Onyesha Msingi wa Malalamiko Yako:</u> Mbio _____ Rangi _____ Asili ya Taifa _____  Ngono _____			
Tafadhali toa tarehe na maeneo ya madai ya vitendo vya kibaguzi. Tafadhali jumuisha tarehe ya kwanza ya ubaguzi na tarehe ya hivi majuzi zaidi ya ubaguzi.			
Ulibaguliwa vipi? Eleza asili ya kitendo, uamuzi au masharti ya madai ya ubaguzi. Eleza kwa uwazi iwezekanavyo kilichotokea na kwa nini unaamini kuwa hali yako ya kulindwa ndiyo iliyochangia ubaguzi. Jumuisha jinsi watu wengine walivyotendewa tofauti kuliko. <b>Ambatisha kurasa za ziada ikiwa ni lazima.</b>			

# BARREN RIVER



177 Graham Avenue  
BOWLING GREEN, KY 42101

Teléfono: 270-781-2381

Fax: 270-842-0768

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DISTRITO DE DESARROLLO DEL ÁREA DEL RÍO BARREN			
FORMULARIO DE QUEJA POR DISCRIMINACIÓN			
Instrucciones: Complete y firme este formulario y envíelo por correo, fax o entréguelo a la Dirección del Distrito de Desarrollo del Área de Barren River: BRADD:177 Graham Avenue Bowling Green, KY 42101 Attn: Coordinador del Título VI			
		Fax: BRADD: 177 Avenida Graham Bowling Green, KY 42101 (270) 842-0768	
SECCIÓN 1: INFORMACIÓN SOBRE LA QUEJA			
NOMBRE DE PILA	MI	APELLIDO	
TELÉFONO		TELÉFONO ALTERNATIVO	
DIRECCIÓN DE ENVÍO ( <i>calle</i> )	CIUDAD	ESTADO	CREMALLERA
SECCIÓN 2: DETALLES DE LA QUEJA			
<u>Indique el fundamento de su reclamación:</u> Carrera _____ Color _____ Origen nacional _____  Sexo _____			
Indique la fecha y el lugar de las presuntas acciones discriminatorias. Incluya la fecha más antigua y la más reciente de las acciones discriminatorias.			
¿Cómo fue discriminado? Describa la naturaleza de la acción, decisión o condiciones de la presunta discriminación. Explique lo más claramente posible qué sucedió y por qué cree que su condición de persona protegida fue un factor en la discriminación. Incluya cómo se trató a otras personas de manera diferente. <b>Adjunte páginas adicionales si es necesario.</b>			

La ley prohíbe la intimidación o represalia contra cualquier persona que haya tomado medidas o participado en acciones para proteger los derechos protegidos por estas leyes. Si cree que ha sufrido represalias, aparte de la discriminación alegada anteriormente, explique las circunstancias. Describa qué acción que tomó fue la causa de la presunta represalia. **Adjuntar páginas adicionales si es necesario.**

Nombres de las personas, agencias o departamentos responsables de las acciones discriminatorias:

Nombre:	DIRECCIÓN:	Teléfono:
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____

Nombres de las personas (testigos, compañeros de trabajo u otros) que se comunican para solicitar información adicional para respaldar o aclarar su queja: **Adjunte páginas adicionales si es necesario.**

Nombre:	DIRECCIÓN:	Teléfono:
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____

**SECCIÓN 3: ACCIONES**

¿Ha presentado o tiene intención de presentar una queja sobre el asunto planteado ante alguno de los siguientes? En caso afirmativo, indique la fecha de presentación. **(Marque todas las opciones que correspondan)**

Departamento de Transporte de los EE. UU. \_\_\_\_\_ Oficina de Programas de Cumplimiento de Contratos Federales \_\_\_\_\_  
 Administración Federal de Carreteras \_\_\_\_\_ Comisión para la Igualdad de Oportunidades en el Empleo de los Estados Unidos \_\_\_\_\_  
 Administración Federal de Tránsito \_\_\_\_\_ Departamento de Justicia de los Estados Unidos \_\_\_\_\_  
 Otro \_\_\_\_\_

¿Ha hablado de esta queja con algún otro representante de BRADD? Sí \_\_\_ No \_\_\_

En caso afirmativo, proporcione el nombre, el cargo y la fecha de la discusión.

Nombre del representante de BRADD	Cargo de Representante	Fecha de la discusión

¿Tiene usted un abogado que se ocupe de este asunto? Sí \_\_\_ No \_\_\_

En caso afirmativo, proporcione la información de contacto del abogado.

<p>Explique brevemente qué remedio o acción está buscando por la presunta discriminación.</p>	
<p><b>No podemos aceptar una queja sin firmar. Firme y feche a continuación.</b></p>	
<p>_____</p>	
<p><b>Firma de la queja</b> <span style="float: right;"><b>Fecha</b></span></p>	
<p>SOLO PARA USO DE OFICINA</p>	
<p>Fecha de recepción de la queja: _____ Caso # _____</p>	
<p>Procesado por: _____ Fecha de referencia: _____</p>	
<p>Remitido a US DOT___ FHWA___ FTA___ OFCCP___ EEOC de EE. UU. ___ Otro _____</p>	
<p>Nombre del despacho de abogados</p>	<p>Nombre del abogado representante</p>
<p>Dirección de envío</p>	<p>Teléfono</p>

## BARREN RIVER



177 GRAHAM AVENUE  
BOWLING GREEN, KY 42101  
P: 270-781-2381  
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WILAYA YA MAENDELEO YA ENEO LA MTO TASA FOMU YA MALALAMIKO YA UBAGUZI			
Maagizo: Jaza na utie sahihi fomu hii na barua pepe, faksi, au wasilisha kwa Anwani ya Wilaya ya Maendeleo ya Eneo la Barren River:			
BRADD:177 Graham Avenue Bowling Green, KY 42101 Attn: Mratibu wa Tittle VI		Faksi: BRADD:177 Graham Avenue Bowling Green, KY 42101 (270) 842-0768	
SEHEMU YA 1: TAARIFA YA MALALAMIKO			
JINA LA KWANZA	MI	JINA LA MWISHO	
SIMU		SIMU MBADALA	
ANWANI YA KUTUMIA BARUA ( <i>mitaani</i> )	CITY	JIMBO	ZIPO
SEHEMU YA 2: MAELEZO YA MALALAMIKO			
<u>Tafadhali Onyesha Msingi wa Malalamiko Yako:</u> Mbizo _____ Rangi _____ Asili ya Taifa _____  Ngoni _____			
Tafadhali toa tarehe na maeneo ya madai ya vitendo vya kibaguzi. Tafadhali jumuisha tarehe ya kwanza ya ubaguzi na tarehe ya hivi majuzi zaidi ya ubaguzi.			
Ulibaguliwa vipi? Eleza asili ya kitendo, uamuzi au masharti ya madai ya ubaguzi. Eleza kwa uwazi iwezekanavyo kilichotokea na kwa nini unaamini kuwa hali yako ya kulindwa ndiyo iliyochangia ubaguzi. Jumuisha jinsi watu wengine walivyotendewa tofauti kuliko. <b>Ambatisha kurasa za ziada ikiwa ni lazima.</b>			

Sheria inakataza vitisho au kulipiza kisasi dhidi ya mtu yeyote kwa sababu aidha amechukua hatua, au ameshiriki katika hatua, ili kupata haki zinazolindwa na sheria hizi. Iwapo unahisi kuwa umelipizwa kisasi, tofauti na ubaguzi unaodaiwa hapo juu, tafadhali eleza mazingira. Eleza ni hatua gani uliyochukua ilisababisha madai ya kulipiza kisasi. **Ambatisha kama kurasa za ziada ikiwa ni lazima.**

Majina ya watu binafsi, wakala, au idara inayohusika na vitendo vya kibaguzi:

Jina:	Anwani:	Simu:
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____

Majina ya Watu (mashahidi, wafanyakazi wenza, au wengine) wanaowasiliana kwa maelezo zaidi ili kuunga mkono au kufafanua malalamiko yako: **Ambatisha kurasa za ziada ikiwa ni lazima.**

Jina:	Anwani:	Simu:
1 _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____

**SEHEMU YA 3: MATENDO**

Je, umewasilisha au unakusudia kuwasilisha malalamiko kuhusiana na suala lililotolewa na mojawapo ya yafuatayo?

Ikiwa ndio, tafadhali toa tarehe ya kuwasilisha. **(Angalia yote yanayotumika)**

Idara ya Uchukuzi ya Marekani \_\_\_\_\_ Ofisi ya Mipango ya Uzingatiaji ya Mkatiba wa Shirikisho \_\_\_\_\_

Utawala wa Barabara kuu ya Shirikisho \_\_\_\_\_ Tume ya Fursa Sawa ya Ajira ya Marekani \_\_\_\_\_

Utawala wa Usafiri wa Shirikisho \_\_\_\_\_ Idara ya Haki ya Marekani \_\_\_\_\_

Nyingine \_\_\_\_\_

Je, umejadili malalamiko haya na mwakilishi mwingine yeyote wa BRADD? Ndiyo \_\_\_ Hapana \_\_\_

Ikiwa ndio, toa jina, msimamo, na tarehe ya majadiliano.

Jina la Mwakilishi wa BRADD	Nafasi ya Mwakilishi	Tarehe ya Majadiliano

Je, una wakili kuhusu suala hili? Ndiyo \_\_\_ Hapana \_\_\_

Kama ndiyo, tafadhali toa maelezo ya mawasiliano ya wakili.

Eleza kwa ufupi ni suluhu au hatua gani unatafuta kwa madai ya ubaguzi.	
<p>Hatuwezi kukubali malalamiko ambayo hayajasainiwa. Tafadhali saini na tarehe hapa chini.</p> <p>_____</p>	
<b>Sahihi ya Malalamiko</b>	<b>Tarehe</b>
KWA MATUMIZI YA OFISI TU	
Tarehe Malalamiko Yalipopokelewa: _____ Kesi # _____	
Imechakatwa na: _____ Tarehe Iliyorejelewa: _____	
Inarejelewa US DOT___ FHWA___ FTA___ OFCCP___ US EEOC___ Nyingine _____	
Jina la Kampuni ya Sheria	Jina la Wakili Mwakilishi
Anwani ya Barua	Simu

**BARREN RIVER**



177 ဂရာဟမ် ရိပ်သာလမ်း  
 BOWLING Green, KY 42101  
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<p><b>ဘားရိန်းမြစ် ဧရိယာ ဖွံ့ဖြိုးတိုးတက်ရေး ခရိုင်</b>  <b>ခွဲခြားဆက်ဆံခြင်း တိုင်ကြားချက်ပုံစံ</b></p>			
<p>ညွှန်ကြားချက်များ- ဤဖောင်ကိုဖြည့်ပြီး လက်မှတ်ထိုးပြီး စာတိုက်၊ ဖက်စ် သို့မဟုတ် Barren River Area Development District လိပ်စာသို့ ပေးပို့ပါ။  <small>ဖက်စ်-</small>                  BRADD:177 Graham Avenue                  Bowling Green, KY 42101 Attn: Title VI ညွှန်ကြားရေးမှူး                  အပိုင်း 1- တိုင်ကြားချက် အချက်အလက်</p>			
နာမည်	MI	မျိုးနွယ်အမည်	
ဖုန်း	အခြားဖုန်း		
စာပို့လိပ်စာ (လမ်း)	မြို့	ပြည်နယ်	စာတိုက်
<p><b>အပိုင်း 2- တိုင်ကြားချက်အသေးစိတ်များ</b></p> <p>ကျေးဇူးပြု၍ သင့်တိုင်ကြားစာများ၏ အခြေခံကို ညွှန်ပြပါ-                  ပြိုင်ပွဲ _____ အရောင် _____ အမျိုးသားဇာတိ _____                  လိင် _____</p> <p>ကျေးဇူးပြု၍ စွပ်စွဲထားသော ခွဲခြားဆက်ဆံခံရသည့် လုပ်ဆောင်ချက်(များ)၏ နေ့စွဲနှင့် နေရာများကို ပေးပါ။ ကျေးဇူးပြု၍ ခွဲခြားဆက်ဆံခြင်း၏ အစောဆုံးရက်စွဲနှင့် ခွဲခြားဆက်ဆံမှု၏ နောက်ဆုံးရက်စွဲတို့ကို ထည့်သွင်းပါ။</p> <p>ဘယ်လို ခွဲခြားဆက်ဆံခံရတာလဲ။ စွပ်စွဲခွဲခြားဆက်ဆံခြင်း၏ လုပ်ဆောင်ချက်၊ ဆုံးဖြတ်ချက် သို့မဟုတ် အခြေအနေများကို ဖော်ပြပါ။ ဖြစ်ပျက်ခဲ့တာတွေကို တတ်နိုင်သမျှ ရှင်းရှင်းလင်းလင်း ရှင်းပြပြီး မင်းရဲ့ ကာကွယ်ထားတဲ့ အဆင့်အတန်းဟာ ခွဲခြားဆက်ဆံမှုမှာ အကြောင်းရင်းတစ်ခုလို့ မင်း ဘာကြောင့် ယုံကြည်ကြောင်း ရှင်းပြပါ။ အခြားသူများနှင့် မတူကွဲပြားစွာ ဆက်ဆံပုံကို ထည့်သွင်းပါ။ <b>လုံအပ်ပါက နောက်ထပ် စာမျက်နှာများ ပူးတွဲပါ။</b></p>			

ဤဥပဒေများဖြင့် ကာကွယ်ထားသော အခွင့်အရေးများ လုံခြုံစေရန် မည်သူ့ကိုမဆို အရေးယူခြင်း သို့မဟုတ် အရေးယူခြင်းတွင် ပါဝင်ခြင်းကြောင့် မည်သူ့ကိုမျှ ခြိမ်းခြောက်ခြင်း သို့မဟုတ် လက်တုံ့ပြန်ခြင်းတို့ကို တားမြစ်ထားသည်။ အထက်ဖော်ပြပါ ခွဲခြား ဆက်ဆံမှုမှ ခွဲထွက်၍ လက်တုံ့ပြန်ခြင်းခံရသည်ဟု ခံစားရပါက အခြေအနေများကို ရှင်းပြပါ။ စွပ်စွဲတုံ့ပြန်မှုအတွက် သင် လုပ်ဆောင်ခဲ့သည့် မည်သည့်လုပ်ရပ်ကို ဖော်ပြပါ။ **လိုအပ်ပါက နောက်ထပ်စာမျက်နှာများအဖြစ် ပူးတွဲပါ။**

ခွဲခြားဆက်ဆံမှုများအတွက် တာဝန်ရှိသော ပုဂ္ဂိုလ်များ၊ အေဂျင်စီ သို့မဟုတ် ဌာနများ၏ အမည်များ-

အမည်-	လိပ်စာ-	ဖုန်း-
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____

သင်၏တိုင်ကြားချက်အား ပံ့ပိုးရန် သို့မဟုတ် ရှင်းလင်းစေရန် နောက်ထပ်အချက်အလက်များအတွက် ဆက်သွယ်ပေးသော ပုဂ္ဂိုလ်များ (သက်သေများ၊ ဝန်ထမ်းများ၊ သို့မဟုတ် အခြားသူများ) အမည်များ- **လိုအပ်ပါက နောက်ထပ်စာမျက်နှာများ ပူးတွဲပါ။**

အမည်-	လိပ်စာ-	ဖုန်း-
၁။ _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____

**အပိုင်း 3- လုပ်ဆောင်ချက်များ**

သင်သည် အောက်ပါတို့အနက်မှ တစ်စုံတစ်ရာနှင့် ပတ်သက်သော တိုင်ကြားချက်တစ်ခုအား တင်ပြလိုပါသလား သို့မဟုတ် တိုင်ကြားလို ပါသလား။ ဟုတ်ပါက လျှောက်ထားသည့်ရက်စွဲကို ပေးပါ။ (သက်ဆိုင်မှုအားလုံးကို စစ်ဆေးပါ။)

အမေရိကန်သယ်ယူပို့ဆောင်ရေးဌာန \_\_\_\_\_ ဖက်ဒရယ်စာချုပ်လိုက်နာမှုအစီအစဉ်များရုံး \_\_\_\_\_  
 Federal Highway Administration \_\_\_\_\_ US Equal Employment Opportunity Commission \_\_\_\_\_  
 Federal Transit Administration \_\_\_\_\_ အမေရိကန် တရားရေးဌာန \_\_\_\_\_  
 အခြား \_\_\_\_\_

ဤတိုင်ကြားချက်ကို အခြား BRADD ကိုယ်စားလှယ်နှင့် ဆွေးနွေးဖူးပါသလား။ ဟုတ်တယ် \_\_\_ မဟုတ်ဘူး \_\_\_  
 ဟုတ်တယ်ဆိုရင် နာမည်၊ ရာထူးနှင့် ဆွေးနွေးမယ့်ရက်ကို ပေးပါ။

BRADD ကိုယ်စားလှယ်အမည်	ကိုယ်စားလှယ်ရာထူး	ဆွေးနွေးမည့်ရက်

ဒီကိစ္စနှင့် ပတ်သက်ပြီး မင်းမှာ ရှေ့နေရှိလား။ ဟုတ်တယ် \_\_\_ မဟုတ် \_\_\_  
 ဟုတ်ပါက ရှေ့နေ၏ ဆက်သွယ်ရန် အချက်အလက်ကို ပေးပါ။

ခွဲခြားဆက်ဆံမှုများအတွက် သင်ရှာနေသည့် ကုထုံး သို့မဟုတ် လုပ်ဆောင်ချက်ကို အတိုချုပ်ရှင်းပြပါ။	
လက်မှတ်ထိုးထားသော တိုင်ကြားချက်ကို ကျွန်ုပ်တို့ လက်မခံနိုင်ပါ။ ကျေးဇူးပြု၍ အောက်ပါရက်စွဲနှင့် လက်မှတ်ရေးထိုးပါ။	
_____	
<b>တိုင်ကြားစာ၏ လက်မှတ်</b>	<b>ရက်စွဲ</b>
ရုံးသို့အတွက်သာ	
တိုင်ကြားချက်လက်ခံရရှိသည့်ရက်စွဲ- _____	အမှတ် # _____
စီမံဆောင်ရွက်သည်- _____	ကိုးကားရက်စွဲ- _____
US DOT__ FHWA__ ကိုရည်ညွှန်းသည်	FTA__ OFCCP__ US EEOC__ အခြား _____
ဥပဒေလုပ်ငန်းအမည်	ကိုယ်စားပြုရှေ့နေအမည်
စာပို့လိပ်စာ	ဖုန်း



**Barren River Area Development District  
177 Graham Avenue  
Bowling Green, KY 42101  
Phone:(270) 781-2381  
Fax:(270) 842-0768**

**Report of Title VI Investigation**

I, \_\_\_\_\_, representing the BRADD, have investigated the complaint filed on \_\_\_\_\_, 20-  
\_\_\_\_ by \_\_\_\_\_ alleging that discrimination occurred which was in violation of the  
violation of the provisions on Title VI of the Federal Civil Rights Act.

The results of the investigation were as follows:

\_\_\_ A. The agency or person was found to be in violation of Title VI.

\_\_\_ B. The agency or person was not found to be in violation of Title VI.

\_\_\_ C. The complainant withdrew the complaint.

A copy of the investigation report is attached.

Withdrawal of Complaint (if applicable) \_\_\_\_\_

If the agency or person was found to be in violation of Title VI, a brief description of the remedial action  
taken to assure future compliance follows:

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Signed: \_\_\_\_\_ Date: \_\_\_\_\_

## XII. Compliance and Enforcement Procedures

- A. The BRADD shall make every effort to regulate, monitor, review, and report on the federal programs to assure compliance.
- B. Upon a finding by the BRADD of noncompliance, BRADD shall take the following actions with regard to:

- 1. Processing:

The compliance officer shall immediately notify the Responsible Official in writing of the violations held to constitute noncompliance with Title VI and of the steps necessary to correct these violations.

- 2. Reporting:

The compliance officer shall notify the sub-recipient or employee found to be in noncompliance, in writing within thirty (30) days of the compliance officer's report of noncompliance, of the violations and corrective measures necessary to remedy the violations.

- 3. Resolution:

The BRADD shall attempt to secure voluntary compliance with Title VI. In the event that efforts to secure voluntary compliance are not secured within a reasonable period of time, the compliance officer will notify the responsible official, in writing, of the recommended corrective action.

- 4. Enforcement of corrective actions:

The Responsible Official shall implement corrective actions within thirty (30) calendar days of receipt and acceptance of the notification of recommended corrective action.

Employees or grant sub-recipients who refuse to voluntarily comply with Title VI or to take corrective actions required by the BRADD shall face disciplinary action, or in the case of grant sub-recipients, may face termination or suspension of the contractual relationship with BRADD.

- 5. Monitoring of programs:

The BRADD shall undertake to periodically monitor all programs funded through federal assistance for those sub-recipients who have been found by the BRADD to be in non-compliance with Title VI.

## XIII. Goals and Accomplishments

The BRADD endeavors to reevaluate its Title VI goals on an annual basis, as part of the process of reviewing the agency's Title VI plan. The plan shall, each year, set forth BRADD's current goals and the process for evaluating and revising those goals and the agency's progress towards those goals.

### A. Goals:

1. Report compliance activities in a timely manner.
2. Respond to all complaints within the timeframe and in accordance with the procedures outlined in Section VII.
3. Obtain feedback from employees to determine if the Title VI implementation plan is adequate to address their needs and the requirements of Title VI

### B. Evaluation of Goals:

1. The Advisory Committee shall, at each meeting, review the agency's goals and its progress towards these goals, and evaluate the effectiveness of the plan's provisions as they relate to these goals.
2. The Advisory Committee shall, at each meeting, establish a timeline for achievement of goals, and implement a process for monitoring the progress towards these goals.
3. The Advisory Committee shall, at each meeting, promulgate a written report of the agency's progress towards the identified goals.
4. The Advisory Committee shall, at each meeting, discuss and evaluate whether any corrective procedures are necessary to bring the BRADD closer to its accomplishments.

## XIV. Data Collection/Reporting Analysis

Statistical data on race, color, national origin sex, age, disability, and LEP of participants in and beneficiaries of the BRADD's programs, (i.e., affected populations, and participants) will be gathered, analyzed, and maintained by the BRADD to determine the benefits and burdens to the population, including minority and low-income populations. Data gathering procedures will be reviewed regularly to ensure sufficiency of the data in meeting the requirements of Title VI program administration. Analysis of the data collected by the program emphasis areas may include:

- The race, color, national origin, sex, age, disability, income and LEP of the population eligible to be served
- Socioeconomic Assessment to evaluate project's potential impacts to the human environment
- Persons to include in the decision-making process
- Percent of benefits allocated to persons below the poverty line vs. persons above the poverty line
- Distribution of benefits (dollars, facilities, systems, projects) to groups and communities
- Projected population increases versus planned facilities and types of facilities
- Language needs assessment
- Transportation needs of all persons within boundaries of plan or projects
- Strategies to address impacts
- The manner in which services are or will be provided and the related data necessary for determining whether any persons are or will be denied such services on the basis of prohibited discrimination
- The location of existing or proposed facilities connected with the program and related information for determining whether the location has or will have the effect of unnecessarily denying access to any persons on the basis of prohibited discrimination.
- The present or proposed membership, by race, color, national origin, sex, disability, and age, in any planning or advisory body which is an integral part of the program
- Strategies to disseminate information

### A. Complaints:

1. Title VI Coordinator will maintain a log of all complaints filed with the BRADD.
2. Grant personnel will certify annually that all sub-recipients have been notified of the Title VI implementation plan and complaint procedures.
3. The Title VI Coordinator will maintain copies of complaint forms and will ensure that they are available for use.

### B. Reporting:

1. Changes in the Title VI implementation plan will be provided to employees and sub-recipients as changes are made.
  2. Changes in the Title VI implementation plan will be forwarded to the KYTC and other appropriate Cabinets as necessary, as changes are made.
  3. Grant personnel will maintain records of all sub-recipients in order that the BRADD can determine if eligible parties are participating in the grants.
- C. The changes made in sections VIII and IX of this plan are incorporated herein as part of BRADD's recordkeeping and reporting procedures.

## XV. Membership of Boards and Committees

### BRADD Board of Directors:

The Board of Directors for the Barren River Area Development District is comprised of every County Judge/Executive and Mayor within the region, as well as a citizen member from each county that is appointed by the Judge/Executive.

	Members	Percentage
White Females	13	30%
White Males	30	68%
Black Females	0	0%
Black Males	1	2%
<b>Total</b>	<b>44</b>	
Elected Positions	34	77%

### Regional Transportation Committee:

The BRADD Regional Transportation Committee updates its voting membership annually. Any parties with stake or interest in the transportation planning process are eligible to become a voting member of the Committee. All meetings are open to the public.

	Members	Percentage
White Females	10	19%
White Males	39	75%
Black Females	1	2%
Black Males	2	4%
<b>Total</b>	<b>52</b>	

## XVI. Employee Training

The Title VI implementation plan will be disseminated to all BRADD employees along with compliant procedures. Sub-recipients of federal grants will be notified of the Title VI implementation plan and complaint procedures at the time of any grant award.

The BRADD will hold Title VI training seminars annually for all employees. If it is deemed necessary, the training may be conducted virtually. All new employees shall receive a copy of BRADD's Title VI plan as part of the orientation process. As with all policies, they will be encouraged to direct questions to their supervisor or the Human Resources Director.

At a mandatory all-staff meeting held on June 18<sup>th</sup>, 2025, BRADD staff attended a Title VI training session with a focus on ADA accessibility. The session focused on proper ways to address individuals with disabilities with respect and equality, how to eliminate discrimination against individuals with disabilities, why ADA accessibility is important, how to make services more accessible, and more. Sign-in sheets below serve as proof of attendance of this training.

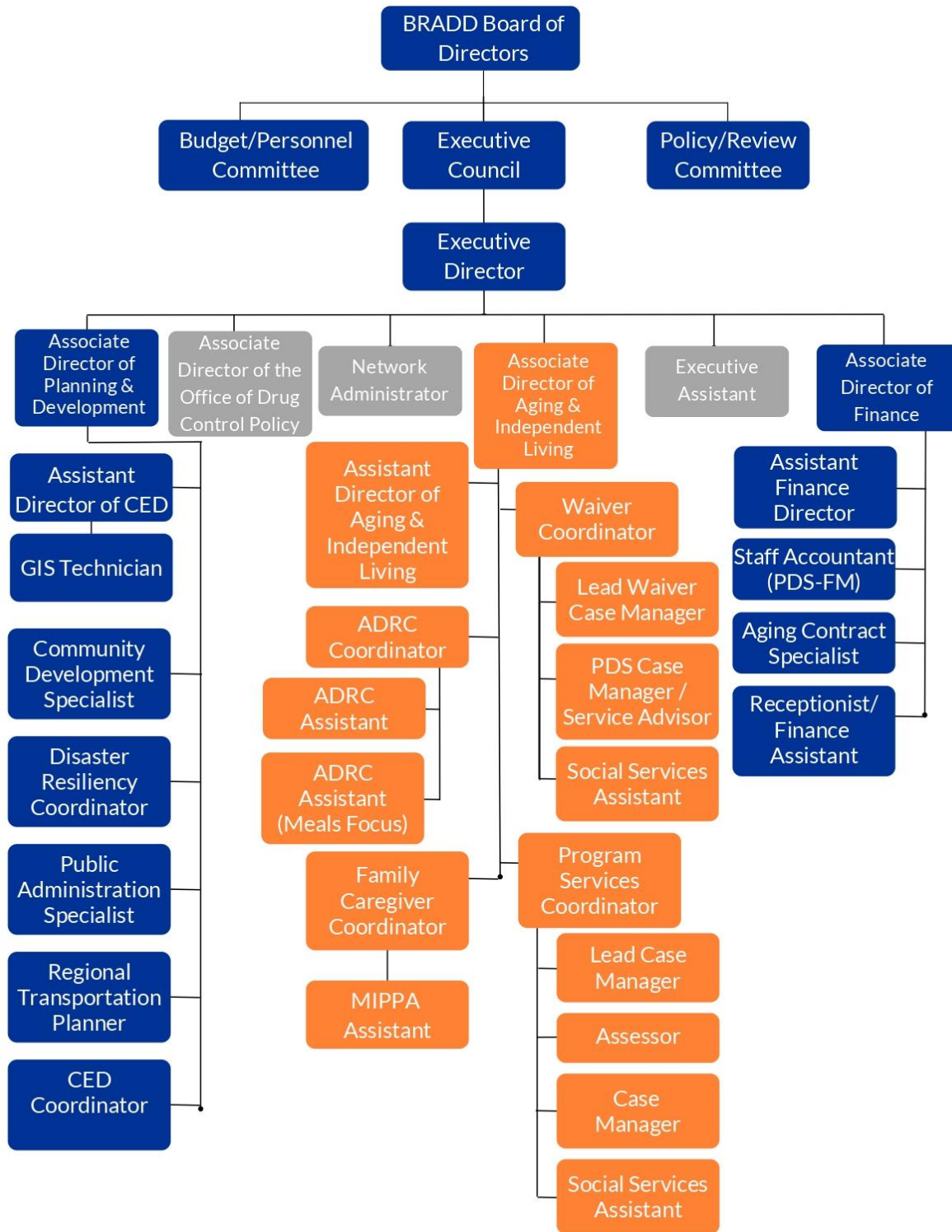
**BRADD Staff Meeting  
June 18, 2025 @ 10:00 am**

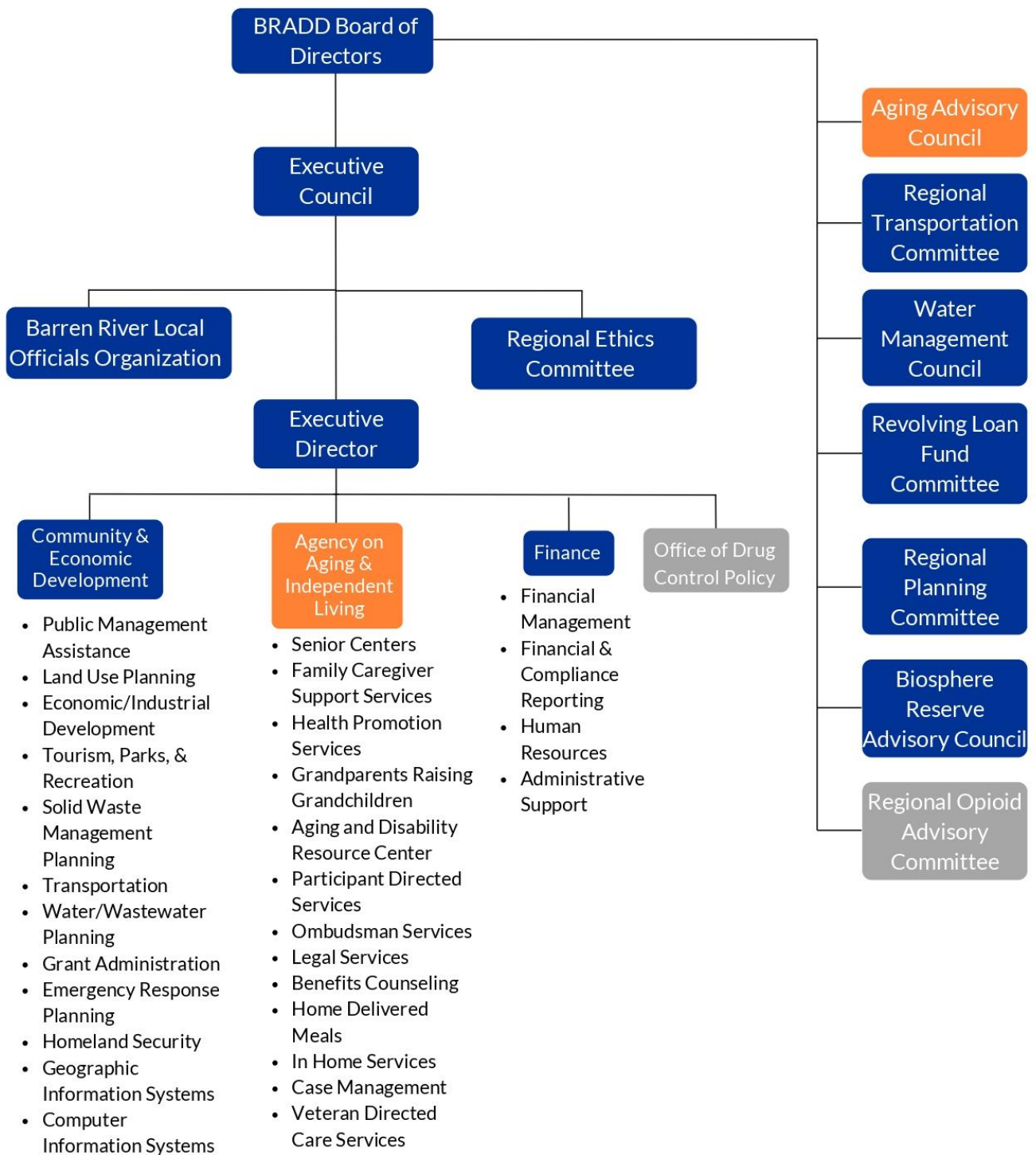
Zoe	Lambert	Zoe Lambert
Ashely	Mehmedovic	Ashely Mehmedovic
Katelyn	Miller	Katelyn Miller
Daisy	Mills	Daisy Mills
Cody	Moats	Cody Moats
Kim	Morrow	Kim Morrow
Hong	Nguyen	Hong Nguyen
Mikayla	Patterson	Mikayla Patterson
Matt	Pedigo	Matt Pedigo
Kimberly	Proctor	Kimberly Proctor
Sharon	Quinn	Sharon Quinn
Joshua	Ritchie	Joshua Ritchie
Fayth	Rose	Fayth Rose
Erick	Roy	Erick Roy
Eric	Sexton	Eric Sexton
Jenna	Simmons	Jenna Simmons
Hollie	Smith	Hollie Smith
Caleb	Speck	Caleb Speck
Christian	Stanley	Christian Stanley
Emma	Steen	Emma Steen
Chandi	Tanner	Chandi Tanner
Alpha	Taylor	Alpha Taylor
Mackenzie	Wallace	Mackenzie Wallace
Tabitha	Wilson	Tabitha Wilson
Alex	Witty	Alex Witty
Sharon	Woods	Sharon Woods

**BRADD Staff Meeting  
June 18, 2025 @ 10:00 am**

First Name	Last Name	Signature
Hannah	Addington	H. Addington
Allison	Bailey	Allison Bailey
Ceara	Baker	Ceara Baker
Heather	Barbour	Heather Barbour
Ethan	Bates	Ethan Bates
Zach	Bell	Zach Bell
Katie	Birge	Katie Birge
Stephanie	Bratcher	Stephanie Bratcher
Mike	Brown	Mike Brown
Amy	Carroll	Amy Carroll
Chelsea	Carroll	Chelsea Carroll
Sharon	Cassettey	Sharon Cassettey
Dajana	Crockett	Dajana Crockett
Melissa	Dorsey	Melissa Dorsey
Brooke	Edwards	Brooke Edwards
Chelsea	Ennis	Chelsea Ennis
Susan	Ezell	Susan Ezell
Ty	Foster	Ty Foster
Megan	Gonzales	Megan Gonzales
Marie	Green	Marie Green
Paige	Hadden	Paige Hadden
Julien	Hodge	Julien Hodge
Emily	Hathcock	Emily Hathcock
Tyler	Hopkins	Tyler Hopkins
Alecia	Johnson	Alecia Johnson
Lauren	Key	Lauren Key
Zach	Korte	Zach Korte

# XVII. Organizational Chart





## XVIII. Sub-Recipient Review Procedures

Sub-recipients of federal aid in the Barren River Area Development District (BRADD) include the BRADD service area of 10 counties and 25 cities represented within Allen, Barren, Butler, Edmonson, Hart, Logan, Metcalfe, Monroe, Simpson, and Warren counties.

The BRADD's Transportation Planner will review all subrecipients triennially using FHWA's Nondiscrimination/ Title VI Review Guidelines. The Transportation Planner/Title VI Coordinator will collaborate with Program Area Title VI Liaisons to conduct periodic pre-grant and post-grant reviews of select sub-recipients of FHWA funds or other federal funds for other roadway projects (i.e., bridges) to ensure adherence to Title VI requirements. A risk-based method is used for selection of sub-recipients. Reviews use a combination of desk and onsite audits. Appropriate staff members will routinely confirm that guidelines provided to consultants, contractors, and sub-recipients include Title VI language, provisions, and related requirements, where applicable.

## XIX. Demographic Profile of the Metropolitan Area

The BRADD will utilize the US Census Bureau data, the American Community survey data, and the following checklist to identify targeted populations.

- Make a list of potential demographic groups to consider for the region or stat with the required EJ populations defined by the Executive Order and supportive guidance.
- Consider groups that are underrepresented in typical public involvement and transportation decision making processes, have limited access to the full benefits of the transportation system, or have encountered disproportionate impacts from past transportation decisions.
- Decide on the level of detail required for identifying groups of spatially and identifying data sources to use to conduct a spatial demographic profile.
- Engage leaders and representatives of demographic groups to help identify target populations, spatially and non-spatially.

	White	Black or African-American	Asian or Pacific Islander	Hispanic	Native American	Other
BRADD Region (2020 Census)	85%	6%	0.2%	4%	0.2%	3%

In-Depth analysis of minority and disadvantaged population groups are available in Appendix B – Socioeconomic Profiles.

## XX. Title VI Equity Analysis

Title 49 CFR, Appendix C, Section (3) (iv) requires the “the location of projects requiring land acquisition and the displacement of persons from their residences and business may not be determined on the basis of race, color, or national origin.” For purposes of this requirement, “facilities” does not include bus shelter, as they are considered transit amenities. It also does not include transit stations, power substations, or any other project evaluated by the National Environmental Policy Act (NEPA) process. Facilities included in the provision include, but are not limited to, storage facilities, maintenance facilities, operation centers, etc. In order to comply with the regulations, BRADD will ensure the following:

1. BRADD will complete a Title VI equity analysis for any facility during the planning stage with regard to where a project is located or sited to ensure the location is selected without regard to race, color, or national origin. BRADD will engage in outreach to persons potentially impacted by the siting of the facility. The Title VI equity analysis must compare the equity impacts of various siting alternative, and the analysis must occur before the selection of the preferred site.
2. When evaluating location of facilities, BRADD will give attention to the other facilities with similar impacts in the area to determine if any cumulative adverse impacts might result. Analysis should be done at the census tract or block group level where appropriate to ensure that proper perspective is given to localized impacts.
3. If BRADD determines that the location of the project will result in a disparate impact on the basis of race, color, or national origin, BRADD may only locate the project in the location if there is a substantial legitimate jurisdiction for location of the project there, and where there are no alternative locations that would have a less disparate impact on the basis of race, color, or national origin. BRADD must demonstrate and document how both tests are met. BRADD will consider and analyze alternatives to determine whether those alternatives would have less discriminatory alternative.

The BRADD has not recently constructed any facilities, nor does it currently have any facilities in the planning stage. BRADD operates limited transit services to clients of BRADD-operated senior centers in the region. There is no charge for clients to utilize these services. BRADD will assist in coordination of the use of vehicles funded by Section 5310 and Section 5311 to serve more of the demand and reduce operation costs by further assisting operators with touring, scheduling, insurance, maintenance, and contracts for service. Therefore, BRADD does not have any Title VI Equity Analysis report to submit with this plan.

# XXI. Language Access Plan

## **Barren River Development District Language Access Plan (LAP) For Persons with Limited English Proficiency (LEP)**

The Barren River Area Development District (BRADD) has established this policy as means to take reasonable steps in ensuring meaningful access to agency services, programs and activities for persons who have limited English proficiency. This plan applies to the federally funded programs provided through BRADD.

### **Overview**

Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000(d) and Executive Order 13166 require that recipients of federal funds take responsible steps to ensure meaningful access by persons with Limited English Proficiency (LEP persons). The BRADD is a recipient of federal funds through the U.S Department of Housing and Urban Development (HUD), the Federal Highway Administration (FHWA), the Department of Labor (DOL), and Health and Human Services (HHS) EDA Economic Development Association of Funds, CDBG for a portion of its programs and, thus, is obligated to reduce language barriers that can preclude meaningful access by LEP persons to DLG programs.

### **Definitions**

For the purposes of this plan:

- A. *Grantee* means the BRADD.
- B. *Recipient* means the BRADD. This means any entity that receives any federal HUD assistance, directly from BRADD or from another Recipient. This includes, but is not limited to, any unity of local government, public housing authority, community housing development organization, public or private nonprofit agency, developer, private agency or institution, mortgagor, limited dividend sponsor, builder, property manager, resident management corporation, resident counsel, or cooperative association. Recipient also includes any successor, assignee, or transferees of any such entity, but does not include any ultimate beneficiary under the respective federal grant program.
- C. *LEP* means Limited English Proficiency. Persons who do not speak English as their primary language and who have a limited ability to read, write, speak or understand English, and may be entitled to language assistance with respect to a particular type of service, benefit or encounter.
- D. *LAP* means Language Access Plan.

### **Limited English Proficiency (LEP)**

BRADD is committed to compliance with Title VI of the Civil Rights of 1964 and all related regulations and directives. A person who does not speak English as their primary language has a limited ability to speak, read, write or understand English are Limited English Proficient (LEP). LEP persons may be entitled to language assistance depending on the type of services or program. The BRADD assures that every effort will be made to prevent discrimination through the impacts of its programs, policies and activities on minority and low-income populations. Therefore, in accordance with Presidential Executive Order 13166-*Improving access to services for persons with limited English Proficiency*, the BRADD will take reasonable steps to provide meaningful access to services for persons with LEP. BRADD will train its employees on the language access plan which includes the four-factor analysis within the plan. BRADD employees will also hold access to the Title VI plan which included the four-factor analysis with access to the plan's wide range of language assistance options, which included but are not limited to the following:

- Conduct Needs Assessment
- Kentucky Relay Services- TDD/Voice Users
- "I speak" Cards
- Written Language Service
- Access to Qualified Interpreters
- Community Based Organizations/Volunteers
- Develop Written Assessment
- Monitor and Evaluate access to Language Assistance

BRADD adheres to the safe harbor provisions as adopted by DOT and set forth by DOJ regarding the translation of written materials for LEP populations.

#### **Four-Factor Analysis**

There are four (4) flexible, fact-dependent factors to be considered in developing language materials and Limited English Proficiency plan. The following four-factor analysis will serve as the guide for determining which language assistance measures will be undertaken to guarantee access to BRADD's federally funded programs by LEP persons. Additionally, all future recipients of federal assistance are required to use the same four-factor analysis prior to the release of funds.

1. The number or portion of LEP persons eligible to be served or likely encountered through its federally funded programs.
  - a. For determining the LEP population, BRADD utilized the U.S Census Bureau Language Use data (ACPS-DP02) for Language Spoken at Home and English-Speaking ability by State (See Appendix A)
2. The frequency with which LEP individuals come in contact with the designated federal programs.
  - a. BRADD does not provide direct assistance to individuals. All BRADD funds are awarded to units of local government, certified contactors, or nonprofit agencies. As a result, LEP persons rarely come into contact with the respective federal grant program at this level.

However, during periods of the public comment, some citizen participation may be directed to the BRADD.

3. The nature and importance of the program, activity or service provided by the federal programs.
  - a. BRADD does not provide direct assistance to individuals. All BRADD funds are awarded to unites of local government, certified contractors, or nonprofit agencies. As a result, LEP persons rarely come into contact with the respective federal grant program at the state level. However, during periods of public comment, some citizen participation may be directed to the BRADD.
4. The resources available to the recipient and the cost. There are two types of assistance service-oral (interpretation) and written (translation).
  - a. Given the resources currently available to BRADD, the LAP measure appears reasonable.

### **Types of Language Assistance to be Provided by BRADD**

As stated previously, although LEP persons rarely come into contact with BRADD programs at the regional level, some citizen participation matters are directed to the BRADD, particularly during periods of public comment. Therefore, BRADD has determined it will make available, upon request, translations of its federal grants action plans and amendments. If there is a consistent need for translation, by populations of LEP Kentuckians, BRADD will consider additional appropriate measures to serve the language access needs of those persons.

### **Requirements for Recipients and Safe Harbor Provision**

Recipients of federal funds awarded or drawn through BRADD are required to ensure that meaningful access to services is assured for their LEP clients. Recipients must provide language assistance services that result in timely, accurate and effective communication at no cost to LEP clients and/or their beneficiaries. Such language assistance services are to be provided in accordance with the guidelines set forth in the U.S Departments for Health and Human Service “Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons” and Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-Discrimination in Federally-Assisted Programs of the Department of Transportation effectuation of Title VI of the Civil Rights Act of 1964. BRADD is available to assist Recipients in identifying and developing appropriate language assistance measures.

If an application is funded, the local government or nonprofit agency will be required to conduct a four-factor analysis, develop a LAP, if necessary, and provide a description of outreach efforts during the Letter of Conditional Commitment stage. Particular attention will be given to plan details for projects including acquisition and/or relocation, housing rehabilitation, and/or water/sewer hookups.

In order to determine if language assistance is required by recipients of federal funds through BRADD, all Recipients are required to follow the measures outlined below in relation to the Department of Justice's Safe Harbor Provisions for recipients regarding translation of written material for LEP population.

1. Conduct the four-factor analysis prior to advertising for application public hearing.
2. If the four-factor analysis reveals there are 1,000 or more LEP persons, or 5 percent or more LEP persons in the eligible population in the jurisdiction or among current beneficiaries, the applicant will be provided appropriate language assistance by: 1) translating all vital documents; 2) posting notices of application public hearings in areas frequented by LEP persons of the threshold population(s) in the language(s) spoken; and 3) providing translation services at public hearings, if requested to do by LEP persons.
3. If the four-factor analysis reveals there are less than 50 LEP persons and less than 5 percent LEP persons in the eligible population in the jurisdiction or among current beneficiaries, the applicant will provide appropriate language assistance by: 1) posting notices of application public hearings in areas frequented by LEP persons of the threshold populations(s) in the language(s) spoken; and 2) providing translation services at public hearings, if requested to do so by LEP persons.
4. If the four-factor analysis reveals there are less than 50 LEP persons and less than 5 percent LEP persons in the eligible population in the jurisdiction or among current beneficiaries, the applicant will provide appropriate language assistance by: 1) providing translation services at public hearings, if requested to do so by LEP persons.

If a LAP is required, the Recipient's LAP will include certifications that LAP has been developed, adopted, and will be implemented for all federally funded projects. The Recipient's LAP will include an identification of all LEP populations exceeding 1,000 or 5 percent of total jurisdiction population, whichever is less, the identification of materials to be made available to identification of any other translation services which may be necessary. Recipients will be monitored for implementation of their LAPs.

Should participants within the BRADD service area have LEP populations which qualify for Safe Harbor Provisions the above steps will be followed. Please see Appendix A for Language demographics. As shown BRADD does have LEP groups which speak English less than "very well" that exceed either 5% or 1,000 people. BRADD will provide good faith efforts to meet the needs of LEP populations when necessary. Safe Harbor provisions applies to the translation of written documents only. They do not affect the requirement to provide meaningful access to LEP individuals through competent oral interpreters where oral language services are needed and are reasonable. BRADD may determine, based on the four-factor analysis, that even though a language group meets the threshold specified by the Safe Harbor Provision, written translation may be an effective means to provided language assistance measures.

### **Monitoring Evaluation and Updating**

All agencies receiving federal funds through the BRADD will report annually on services provided to LEP persons. Agencies will review their respective plans each year to evaluate their effectiveness and to make any needed changes. BRADD will assist agencies in finding appropriate translation resources and disseminate translated HUD notices, brochures, posters, and other documents.

BRADD will monitor the delivery of any required language assistance on an ongoing basis. It will review the LAP, evaluate the effectiveness of its implementation, and update the LAP, on an annual basis, in order to ensure continued responsiveness to community needs.

The LAP evaluation will consist of:

- Revision of the LAP, as necessary, by monitoring changes in demographics and services provided, updating available resources and tools, modifying methods of implementation, and addressing any issues of concerns.
- Analysis of language assistance usage, including the amount of language service requests, surveying the languages most frequently encountered, identifying the primary modes of communication, and costs associated with services rendered.
- Assessment of response to requests by LEP individuals and Recipients regarding the delivery of language assistance services.

### **Availability and Access**

The BRADD Lap is available to the public on our website at [www.bradd.org](http://www.bradd.org). This information is available in a form accessible to persons with disabilities and others upon written request to: Executive Director, BRADD, 177 Graham Avenue, Bowling Green, Kentucky, 42101.

Citizens, public agencies, and other interested parties will have reasonable and timely access to information and records relating to the LAP. All public records under KRS Statue 61.870-884 will be made accessible to interested individuals and groups during normal working hours.

### **Complaints**

At any time, citizens may submit complaints related to the LAP by writing the Executive Director, BRADD, 177 Graham Avenue, Bowling Green, Kentucky, 42101.

The BRADD will provide a written response to every written citizen complaint that relates to the BRADD LAP withing 15 working days.

## Appendix A - Translation and Interpretation Services

List of Formal Interpreters (for any language if necessary and cost is not prohibitive):

- Catholic Charities- Louisville, KY (502) 636-9263
- The International Center- Bowling Green, KY (270) 781-8336
- Language Service Associates- eMARS
- Language Line- [www.languageline.com](http://www.languageline.com) 1(877) 886-3885

Additional local translators and interpreters can be found at Kentucky's Finance and Administration Cabinet's Office of Procurement Services (OPS) at [www.eprocurement.ky.gov/translators](http://www.eprocurement.ky.gov/translators).

Written translation of HUD documents can be found at:

[http://portal.hud.gov/hudportal.HUD?src=/program\\_offices/fair\\_housing\\_equal-opp/promotingfh/lep](http://portal.hud.gov/hudportal.HUD?src=/program_offices/fair_housing_equal-opp/promotingfh/lep)

## Appendix B - Socioeconomic Profiles

BRADD annually develops Socioeconomic Profiles for the region in association with the Kentucky Transportation Cabinet. These profiles are within the annually-published Public Involvement Plan and analyze the distribution of the population of underserved population groups. The groups include racial minority groups, low-income individuals, the elderly, the disabled, and individuals with Limited English Proficiency.

## Chapter 4 SOCIOECONOMIC PROFILES

### 4.1 Introduction

As per Title 23 Chapter 1 Subchapter E Part 450 B 450.210 Interested parties, public involvement and consultation; the statewide transportation planning process shall at a minimum include a process for seeking out and considering the needs of those traditionally underserved by existing transportation systems, such as low-income and minority households, who may face challenges accessing employment and other services as part of the public involvement process. The development of socioeconomic profiles for the entire ADD to be included in the public involvement plan is an exercise in identifying those traditionally underserved communities so that public outreach efforts can be accomplished in those communities.

### 4.2 Methodology

Socioeconomic data is collected annually by the United States Census Bureau with the American Community Survey. The ADD will coordinate with The State Data Center to develop a comprehensive GIS file containing pertinent Socioeconomic and Title VI information on an annual basis. This collection should include but not be limited to: population, population by race, income, age, disabilities, underserved populations, and other data as needed for consideration of potential transportation impacts on the region.

The data for this document comes from the American Community Survey 5-year Estimates. This estimate includes data from the years 2019-2023, unless otherwise stated, and is currently the most up-to-date information available. The information on the following pages is displayed at the Census Tract level for the BRADD region as a whole and the Census Block Group level for individual counties and cities. The information displayed at the Census Block Group level was made available to the ADDs through the combined efforts of the Kentucky Transportation Cabinet and the Kentucky State Data Center.

### 4.3 Summary of Analysis

#### **RACIAL MINORITY POPULATION**

The largest racial group in the BRADD region is white, with 81.96% of the region's population being white and no other race. This is very consistent with Kentucky's statewide percentage of 81.33%. The next largest racial groups in the region are black and Asian, at 6.14% and 2.53%, respectively. No other racial group is more than two percent of the region's population, though 3.73% of the population belong to two or more racial groups. Warren County is the most racially diverse, with 27.36% of the county's population being non-white. Edmonson County is the least diverse county, with 5.23% of its population being non-white.

*Source: Census Bureau Data Table P9: Hispanic or Latino, and Not Hispanic or Latino by Race (2020 Decennial Census)*

## **POVERTY**

The BRADD region has 17.77% of its population in poverty, which is a higher than the nationwide rate of 12.4% as well as Kentucky's statewide rate of 16.4%. Logan County has the lowest percentage of its population in poverty in the BRADD region at 14.04%. Metcalfe County features the largest percentage of population below the poverty line at 25.66%.

*Source: Census Bureau Data Table S1701: Poverty Status in the Past 12 months*

## **ELDERLY POPULATION**

There are 50,610 individuals aged 65 or older within the BRADD region, which amounts to 15.99% of the total population. This is slightly below both the national average of 17.7%, and Kentucky's statewide mark of 17.8%. This is in large part due to Warren County, by far the largest in the region, being much younger than average, with only 13.2% of the county's population being age 65 or older. Edmonson County is the oldest county in the region, with 21.5% of the population over age 65. The other 8 counties range between 16% elderly (Simpson) and 19% (Butler), which is in line with state and national averages.

*Source: Census Bureau Data Table S0101: Age and Sex*

## **DISABLED POPULATION**

17.21% of the BRADD region's population is disabled, which is below Kentucky's statewide mark of 18.1%, though both are well above the nationwide 13.6%. However, Warren County is below all of this, with 13.5% of the county's population having a disability. Eight counties in the region have disability rates higher than the statewide average, the highest of which is Monroe County with 23.3%.

*Source: Census Bureau Data Table S1810: Disability Characteristics*

## **LIMITED ENGLISH PROFICIENCY**

12,338 individuals in the BRADD region speak English "less than very well", which amounts to 4.15%. This is above Kentucky's mark of 2.8%. Warren, Butler, and Allen counties have much higher rates of Limited English Proficiency than the rest of the region, with 7.11%, 5.02%, and 3.92%, respectively. The other seven counties in the region range between 0.59% and 1.67%. Warren County's high mark is likely due to its large international population and diversity, though it's not immediately clear why Allen and Barren would have such high levels of Limited English Proficiency.

*Source: Census Bureau Data Table S1601: Language Spoken at Home*

## **HISPANIC POPULATION**

The BRADD region’s population is 4.87% Hispanic or Latino, which is slightly higher than the statewide mark of 4.62%. The county with the highest rate of Hispanic/Latino population is Warren at 7.02%, which is well above the state average. Meanwhile, the state with the lowest rate is Edmonson, with just 1.29% of the county’s population being Hispanic/Latino.

*Source: Census Bureau Data Table P9: Hispanic or Latino, and Not Hispanic or Latino by Race (2020 Decennial Census)*

**POPULATION DISTRIBUTION INFLUENCES**

The City of Bowling Green and Warren County are the most populous in the BRADD region by a significant margin. The city had a 2020 population estimate of 72,294 and is one of the fastest-growing areas of the state. The city is an educational, commercial, and industrial hub for the region, home to Western Kentucky University and the Kentucky Transpark. Western Kentucky University is the third-largest university in the state and had an estimated enrollment of 20,000 in the Spring 2024 semester. University students often live and work in the city even after their graduation, contributing significantly to growth. Among other commercial and industrial areas, the Kentucky Transpark has millions of square feet of industrial facilities serving dozens of different companies, serving as a significant employer within and beyond Warren County.

The region’s population distribution is heavily influenced by roadway infrastructure. Interstate 65 runs vertically through the region. The cities of Bowling Green and Franklin benefit tremendously from their proximity to Nashville via I-65 and are the fastest-growing cities in the region as a result. Other cities in the region are connected by I-165, the Cumberland Parkway, US-31W, and US-231, all of which are major roadways with significant traffic and freight counts that contribute heavily to population distribution.

In 1955, Cal Turner, a native of southern Kentucky, introduced the first Dollar General in downtown Scottsville, Kentucky. Now, Dollar General has grown into a national chain with over 11,000 facilities. Although the corporate headquarters have moved to Goodlettsville, TN, the distribution center is still located in Scottsville and provides many jobs in the BRADD Region.

The BRADD Region is largely a karst region and is home to Mammoth Cave, the world’s largest cave system and a National Park. The park is the premier tourist attraction in the region and attracts over 700,000 visitors annually. The cities of Park City, Cave City, and many other surrounding communities greatly benefit from the tourism and employment opportunities provided by Mammoth Cave.

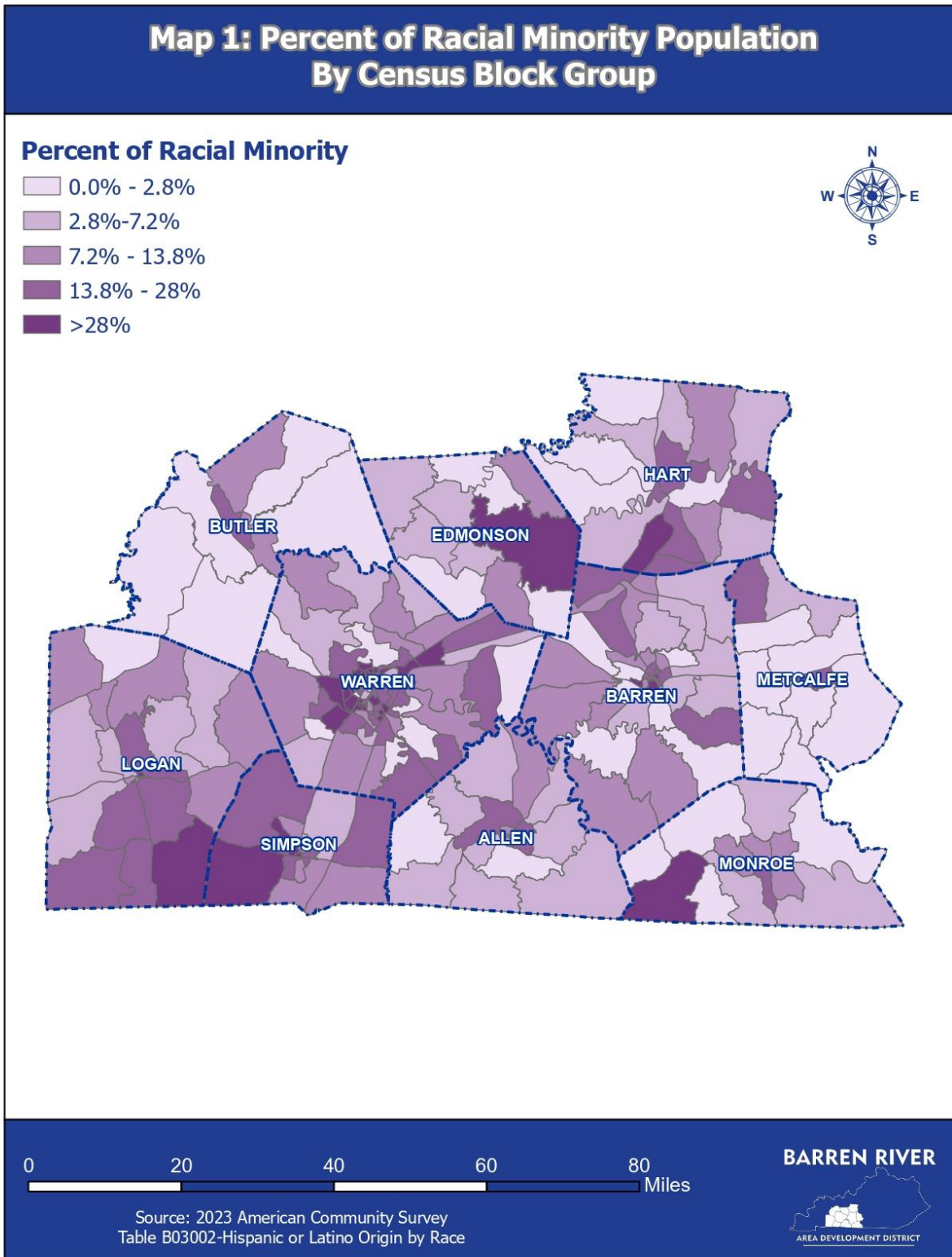
**POPULATION AND PERCENTAGE OF CHANGE FOR BRADD COUNTIES, BRADD REGION AND KENTUCKY 2010-2020**

	2010	2020	Percent Change
<b>Allen County</b>	19,956	20,588	<b>3.16%</b>
<b>Barren County</b>	42,173	44,485	<b>5.48%</b>

<b>Butler County</b>	12,690	12,371	<b>-2.5%</b>
<b>Edmonson County</b>	12,161	12,126	<b>-0.28%</b>
<b>Hart County</b>	18,199	19,288	<b>5.98%</b>
<b>Logan County</b>	26,835	27,432	<b>2.22%</b>
<b>Metcalfe County</b>	10,099	10,286	<b>1.85%</b>
<b>Monroe County</b>	10,963	11,338	<b>3.4%</b>
<b>Simpson County</b>	17,327	19,594	<b>13.1%</b>
<b>Warren County</b>	113,792	134,554	<b>18.24%</b>
<b>BRADD</b>	284,195	312,062	<b>9.8%</b>
<b>Kentucky</b>	4,339,367	4,505,836	<b>3.8%</b>

Source: Census of Population, 2020

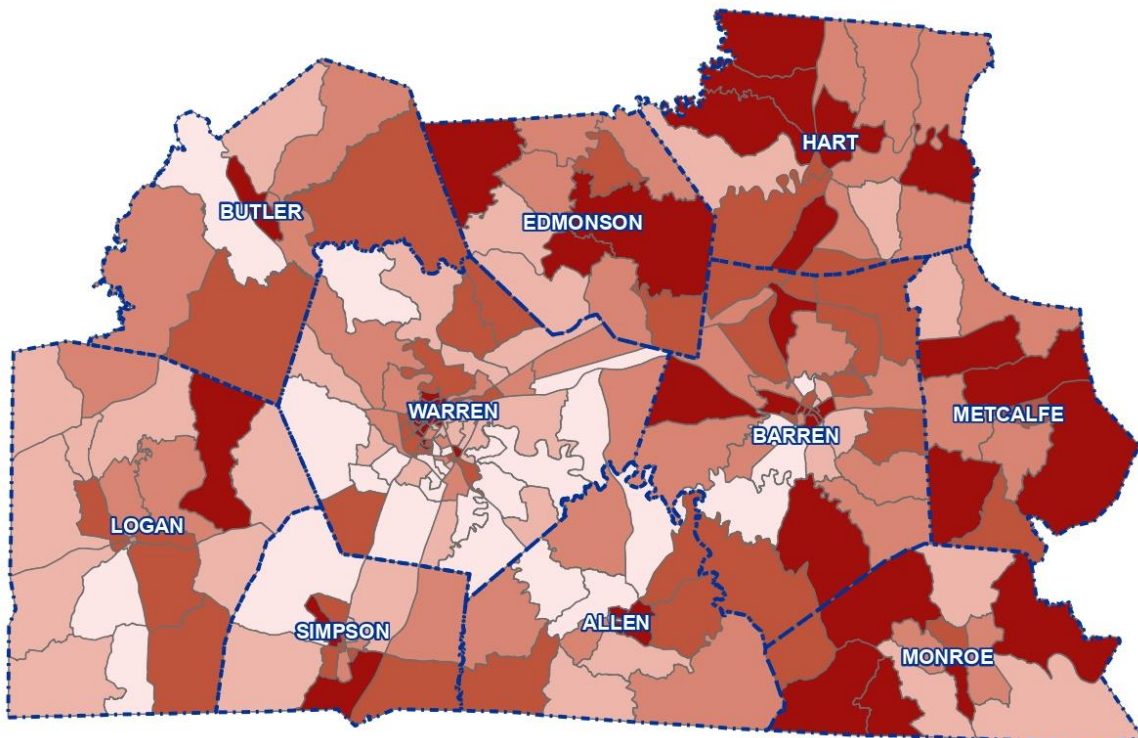
#### 4.4 Maps of Underserved Population Groups



## Map 2: Percent of Population Under Poverty Line By Census Block Group

### Percent of Population in Poverty

- 0.0% - 5%
- 5% - 11%
- 11% - 17.9%
- 17.9% - 28.3%
- >28.3%



Source: 2023 American Community Survey  
Table B17021- Poverty Stats of Individuals in the Past 12 Months

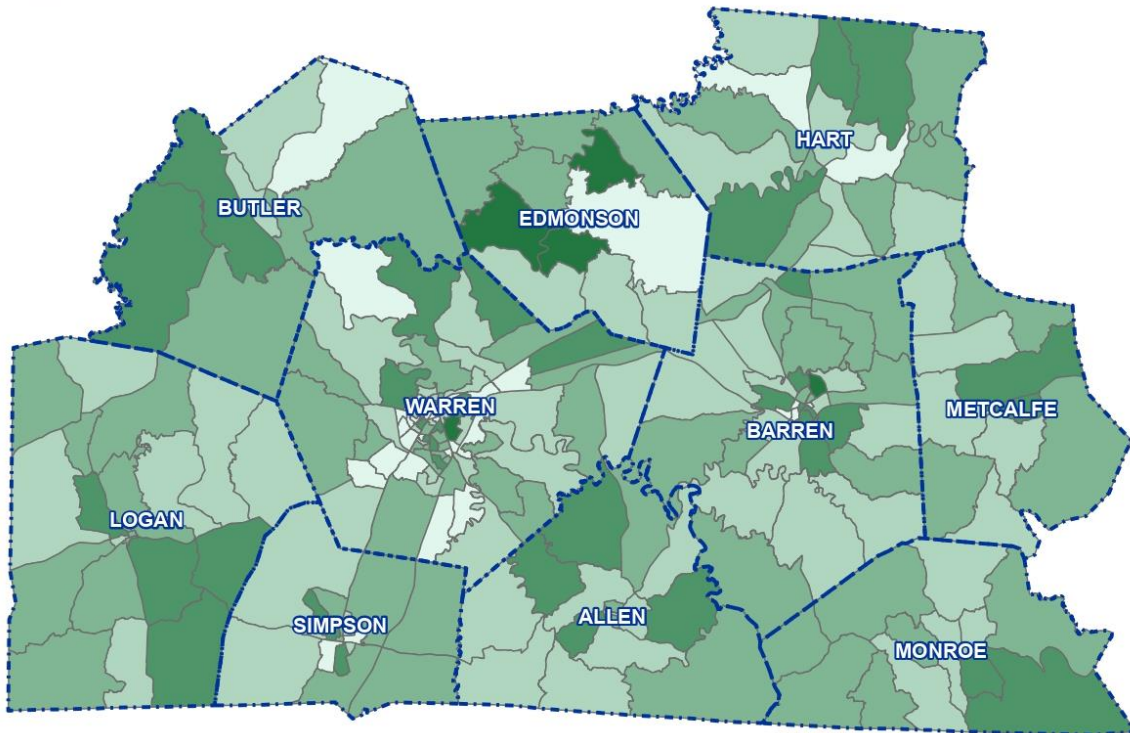
**BARREN RIVER**



# Map 3: Percent of Population Over 65 Years of Age By Census Block Group

## Percent of Population Over 65

- 0% - 9.4%
- 9.4% - 16.5%
- 16.5% - 24.1%
- 24.1% - 35.9%
- >35.9%



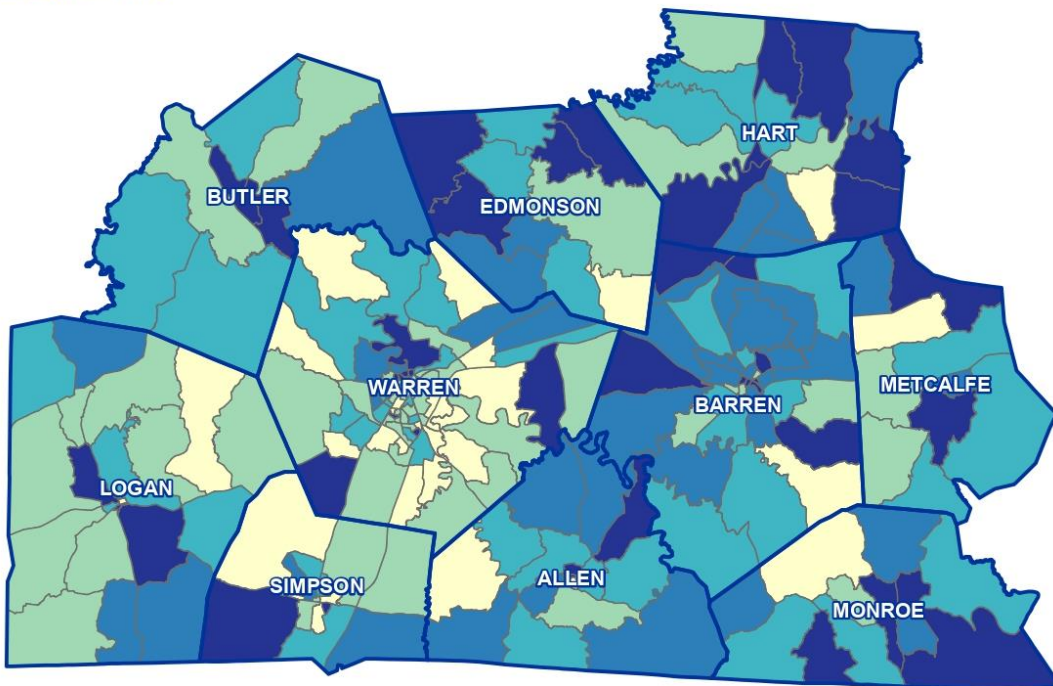
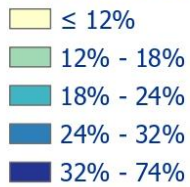
Source: 2023 American Community Survey  
Table B01001-Sex by Age

**BARREN RIVER**



## Map 4: Percent of Population of Adults with a Disability By Census Block Group

### Percent of Population with a Disability



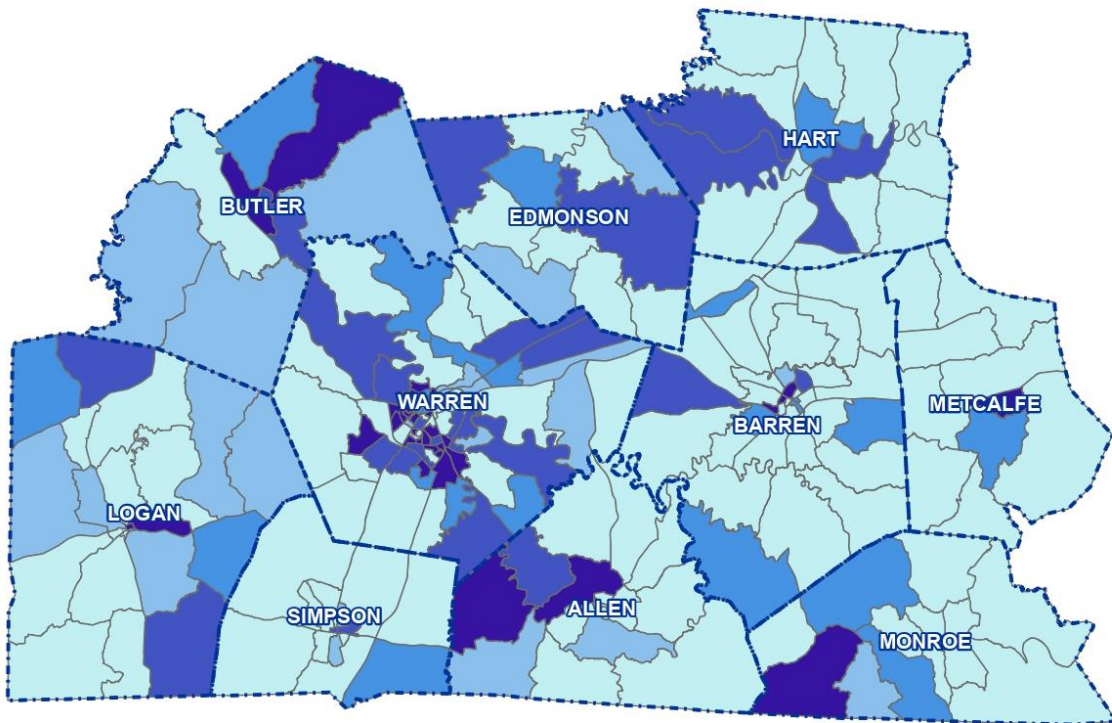
Source: 2023 American Community Survey  
Table C21007- Disability Age 18 Years and Older

**BARREN RIVER**



# Map 5: Percent of Population Over 5 Years with Limited English Proficiency (LEP) By Census Block Group

## Persons Over 5 with LEP



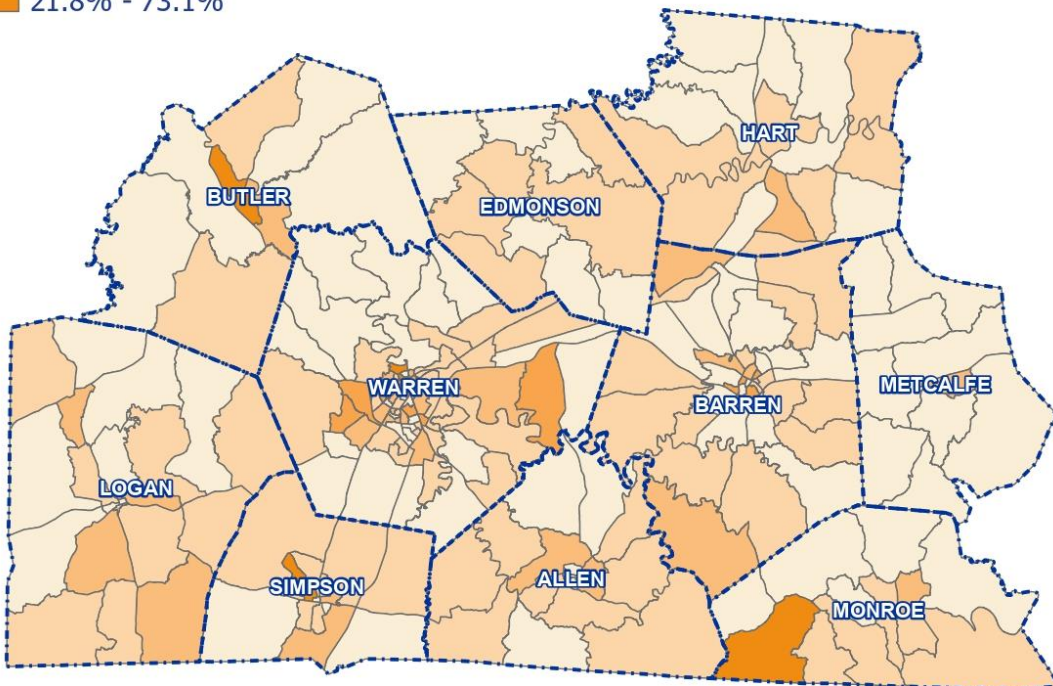
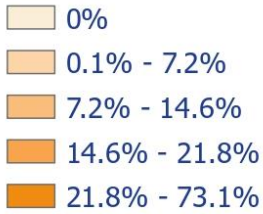
**BARREN RIVER**



Source: 2023 American Community Survey Table B16004-  
Age by Language Spoken at Home by Ability to Speak English  
for Population 5 Years and Over

## Map 6: Percent of Population of Hispanic or Latino Origin By Census Block Group

### Percent Hispanic or Latino Population



Source: 2023 American Community Survey  
Table B03002-Hispanic or Latino Origin by Race

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