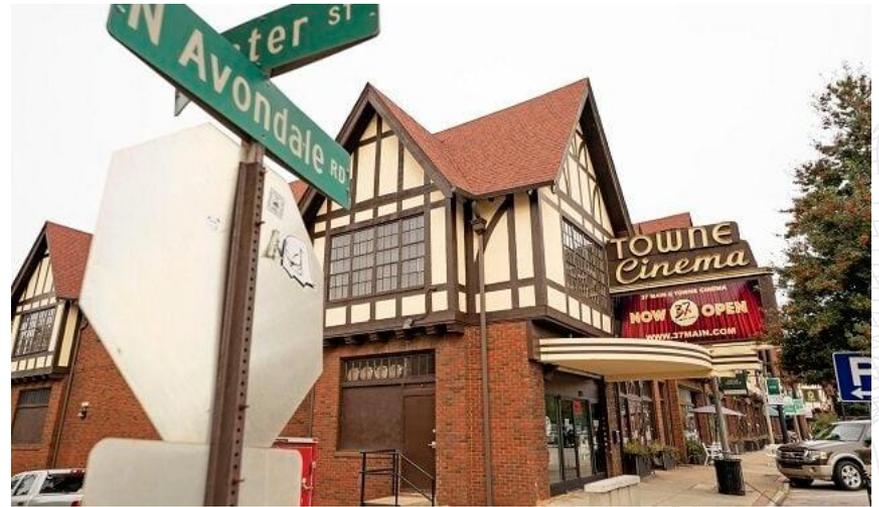
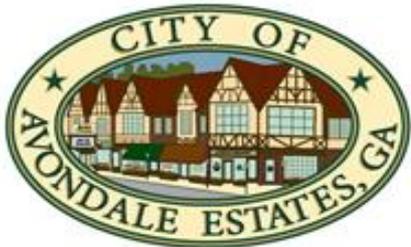


# City of Avondale Estates



## Avondale Estates Title VI Program Compliance Plan

2024



# CIVIL RIGHTS RESTORATION ACT OF 1987

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Non-discrimination requirements 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.





# CIVIL RIGHTS RESTORATION ACT OF 1987 (cont'd)

The practical effect of the Act is that the coverage of Title VI of the Civil Rights Act of 1964 and related Non-discrimination authorities covers all activities and/or services conducted/provided by an entity receiving Federal financial assistance regardless as to whether Federal funding is used to conduct a given activity or to provide a given service.

# Title VI Program Compliance Plan Checklist

- ✓ Policy Statement
- ✓ Title VI Program Assurance
- ✓ Description of Federal-Aid Programs
- ✓ Notification to Beneficiaries/Participants
- ✓ Sub-Recipient Compliance Reports
- ✓ Training
- ✓ Access to Records
- ✓ Complaint Disposition Process
- ✓ Status of Corrective Actions Implemented by Applicant to Address Deficiencies Identified During a Title VI Program Compliance Review
- ✓ Community Participation Process
- ✓ CMV Inspection Selection & Unbiased Enforcement Policies

# City of Avondale Estates Title VI Policy Statement



**TITLE VI  
NON-DISCRIMINATION AGREEMENT**  
The Georgia Department of Transportation  
and

City of Avondale Estates  
Name of Recipient

## Policy Statement

The (Name of Recipient) City of Avondale Estates, hereinafter referred to as the "Recipient" assures that no person shall on the grounds of race, color, national origin, or sex, as provided by Title VI of the Civil Rights Act of 1964, and the Civil Rights Restoration Act of 1987 be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity. The Recipient further assures every effort will be made to ensure non-discrimination in all of its programs and activities, whether those programs and activities are federally funded or not.

The Civil Rights Restoration Act of 1987, broadened the scope of Title VI coverage by expanding the definition of terms "programs or activities" to include all programs or activities of Federal Aid recipients, sub-recipients, and contractors/consultants, whether such programs and activities are federally assisted or not.

In the event the Recipient distributes federal aid funds to a sub-recipient, the Recipient will include Title VI language in all written agreements and will monitor for compliance.

The Recipient's (Name of person/division) Shannon Powell is responsible for initiating and monitoring Title VI activities, preparing reports and other responsibilities as required by 23 Code of Federal Regulation(CFR) 200 and 49 Code of Federal Regulation 21.

Shannon W Powell  
Name of Responsible Agency Official (Please Print)

Assistant City Manager  
Title

5/24/22  
Date

# City of Avondale Estates Title VI Program Assurance

## Title VI Program

### Organization and Staffing

Pursuant to 23 CFR 200, (Name of Recipient) City of Avondale Estates has appointed a Title VI Specialist who is responsible for Attachment 1, which describes the hierarchy for (Name of Recipient)'s Shannon Powell Title VI Program, including an organization's chart illustrating the level and placement of Title VI responsibilities.

## Assurances

### 49 CFR Part 21.7

The City of Avondale Estates, hereby gives assurances:

1. That no person shall on the grounds of race, color, national origin, and sex, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity conducted by the recipient regardless of whether those programs and activities are Federally funded or not. Activities and programs which the recipient hereby agrees to carry out in compliance with Title VI and related statutes include but are not limited to:
  - List all major programs and activities of the recipient and Title VI responsibilities for each one of them. Include information as **Attachment 2** to this Nondiscrimination Agreement.
2. That it will promptly take any measures necessary to effectuate this agreement.
3. That each program, activity, and facility as defined at 49 CFR 21.23(b) and (e), and the Civil Rights Restoration Act of 1987 will be (with regard to a program or activity) conducted, or will be (with regard to a facility) operated in compliance with the nondiscriminatory requirements imposed by, or pursuant to, this agreement.
4. That these assurances are given in consideration of and for the purpose of obtaining any and all Federal grants, loans, contracts, property, discounts or other Federal financial assistance extended after the date hereof to the recipient by the Georgia Department of Transportation (GDOT) under the Federally-Funded Program and is binding on it, other recipients, subgrantees, contractors, sub-contractors, transferees, successors in interest and other participants. The person or persons whose signatures appear below are authorized to sign these assurances on behalf of the Recipient.
5. That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations and made in connection with all Federally-Funded programs and, in adapted form all proposals for negotiated agreements.

*The Recipient, in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation issued pursuant to such Act, hereby notifies all bidders that it will affirmatively ensure that in any contract entered into pursuant to this advertisement, disadvantaged business enterprises as defined at 49 CFR Part 23 will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, national origin, or sex in consideration for an award.*

6. That the Recipient shall insert the clauses of Appendix A of this Agreement in every contract subject to the Act and the Regulations.
7. That the Recipient shall insert the clauses of Appendix B of this Agreement, as a covenant running with the land, in any deed from the United States effecting a transfer of real property, structures, or improvements thereon, or interest therein.
8. That the Recipient shall include the appropriate clauses set forth in Appendix C of this Agreement, as a covenant running with the land, in any future deeds, leases, permits, licenses, and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under a Federal Aid Program; and (b) for the construction or use of or access to space on, over or under real property acquired, or improved under a Federal Aid Program.
9. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Act, the Regulations, and this agreement.

# Description of Federal-Aid Programs

<b>DK-441</b>	<b>US 278 IMPROVEMENTS</b>	Jurisdiction	DeKalb County	Existing	Planned	Length (mi.)	Network Year
0015071	FROM ASHTON PLACE TO SAMS CROSSING	Sponsor	City of Avondale Estates	4	2	0.8	2030
Programmed		Service Type	Roadway / Operations & Safety	Analysis		In the Region's Air Quality Conformity Analysis	
				LCI	<input checked="" type="checkbox"/>		
				Flex	<input type="checkbox"/>		

Status	Year	Fund Type	Federal	State	Local	Bonds	Total	
PE	AUTH	2017	Surface Transportation Block Grant (STBG) Program - Urban (>200K) (ARC) - LCI Setaside for Implementation	\$120,000	\$0,000	\$32,000	\$0,000	\$160,000
PE	AUTH	2018	Surface Transportation Block Grant (STBG) Program - Urban (>200K) (ARC) - LCI Setaside for Implementation	\$272,000	\$0,000	\$68,000	\$0,000	\$340,000
PE	AUTH	2023	Surface Transportation Block Grant (STBG) Program - Urban (>200K) (ARC) - LCI Setaside for Implementation	\$160,909	\$0,000	\$40,227	\$0,000	\$201,136
ROW	AUTH	2021	Surface Transportation Block Grant (STBG) Program - Urban (>200K) (ARC) - LCI Setaside for Implementation	\$1,160,000	\$0,000	\$290,000	\$0,000	\$1,450,000
CST		2024	Local Jurisdiction/Municipality Funds	\$0,000	\$0,000	\$433,725	\$0,000	\$433,725
CST		2024	Surface Transportation Block Grant (STBG) Program - Urban (>200K) (ARC) - LCI Setaside for Implementation	\$4,400,000	\$0,000	\$1,528,180	\$0,000	\$5,928,180
CST		2024	Surface Transportation Block Grant Program (STBG) Flexible	\$1,600,000	\$0,000	\$400,000	\$0,000	\$2,000,000

Federal Surface Transportation Block Grant funds are being used to construct a complete street renovation of North Avondale Road. This project expands the functionality of this corridor to include safe routes for pedestrians, cyclist, transit riders, and drivers.

The City of Avondale Estates is responsible for bidding, selecting, and managing the design, right of way acquisition and construction of this project in keeping with Title IV regulations

# Notification to Beneficiaries-Participants

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Public Notice of Title VI Program Rights is posted on the City of Avondale Estates website.

The link below opens the weblink to the electronically-posted Public Notice of the Title VI Plan.

<https://www.avondaleestates.org/2316/Title-VI>

A hard copy version of the Public Notice has been posted in all public accessed facilities where members of the Public may see it.

# Title VI Implementation Procedures

## Implementation Procedures

This agreement shall serve as the recipient's Title VI plan pursuant to 23 CFR 200 and 49 CFR 21.

For the purpose of this agreement, "Federal Assistance" shall include:

1. grants and loans of Federal funds,
2. the grant or donation of Federal property and interest in property,
3. the detail of Federal personnel,
4. 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 at a nominal consideration, or at a 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, and
5. any Federal agreement, arrangement, or other contract which has as one of its purposes, the provision of assistance.

The recipient shall:

1. Issue a policy statement, signed by the head of the recipient, which expresses its commitment to the nondiscrimination provisions of Title VI. The policy statement shall be circulated throughout the recipient's organization and to the general public. Such information shall be published where appropriate in languages other than English.
2. Take affirmative action to correct any deficiencies found by GDOT or the United States Department of Transportation (USDOT) within a reasonable time period, not to exceed 90 days, in order to implement Title VI compliance in accordance with this agreement. The head of the recipient shall be held responsible for implementing Title VI requirements.
3. Establish a civil rights unit and designate a coordinator who has a responsible position in the organization and easy access to the head of the recipient. This unit shall contain a Title VI Specialist, who shall be responsible for initiating and monitoring Title VI activities and preparing required reports.
4. Adequately staff the civil rights unit to effectively implement the civil rights requirements.
5. Process complaints of discrimination consistent with the provisions contained in this agreement. Investigations shall be conducted by civil rights personnel trained in discrimination complaint investigation. Identify each complainant by race, color, national origin or sex, the nature of the complaint, the date the complaint was filed, the date the investigation was completed, the disposition, the date of the disposition, and other pertinent information. A copy of the complaint, together with a copy of the recipient's report

of investigation, will be forwarded to GDOT's Office of Equal Employment Opportunity (OEE) within 10 days of the date the complaint was received by the recipient.

6. Collect statistical data (race, color, national origin, sex) of participants in, and beneficiaries of the programs and activities conducted by the recipient.
7. Conduct Title VI reviews of the recipient and sub-recipient contractor/consultant program areas and activities. Revise where applicable, policies, procedures and directives to include Title VI requirements.
8. Conduct training programs on Title VI and related statutes.
9. Prepare a yearly report of Title VI accomplishments for the last year and goals for the next year.

### a) Annual Work Plan

Outline Title VI monitoring and review activities planned for the coming year; state by which each activity will be accomplished and target date for completion.

### b) Accomplishment Report

List major accomplishments made regarding Title VI activities. Include instances where Title VI issues were identified and discrimination was prevented. Indicate activities and efforts the Title VI Specialist and program area personnel have undertaken in monitoring Title VI. Include a description of the scope and conclusions of any special reviews (internal or external) conducted by the Title VI Specialist. List any major problem(s) identified and corrective action taken. Include a summary and status report on any Title VI complaints filed with the recipient.

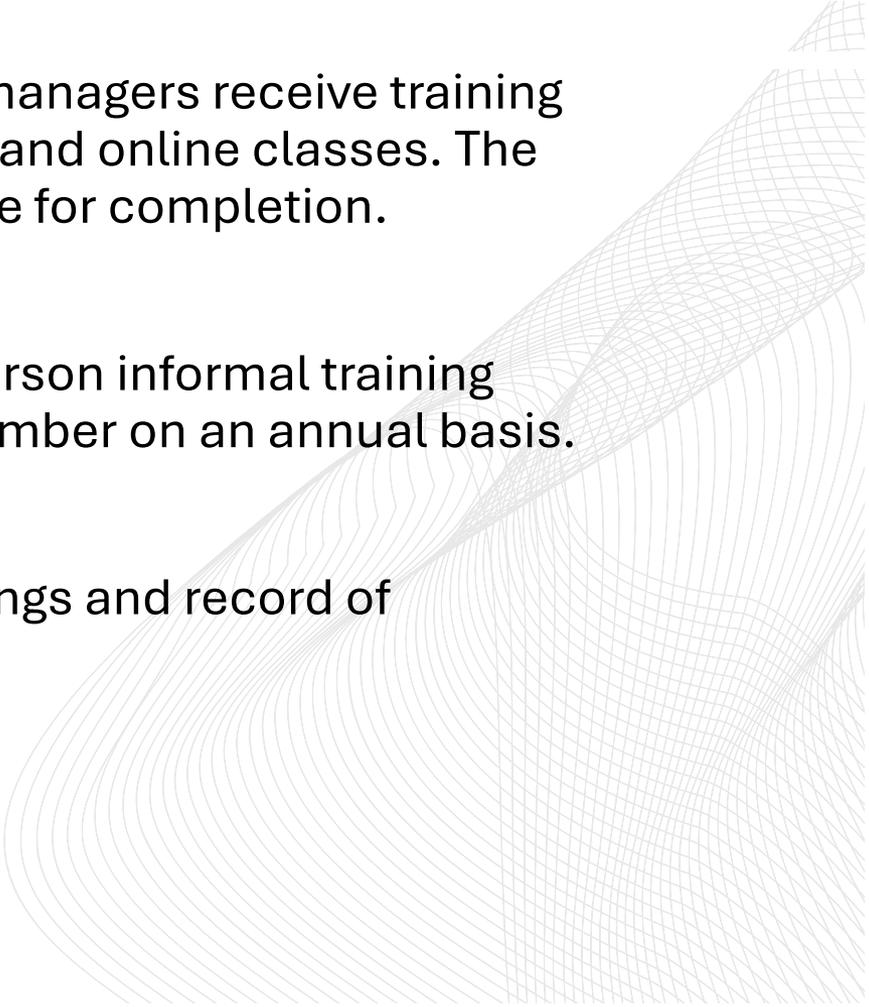
# Title VI Employee Training

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Project managers and assistant project managers receive training directly through GDOT through in person and online classes. The GDOT Title VI classes contain a certificate for completion.

All administrative personnel receive in person informal training through a Title VI GDOT certified staff member on an annual basis.

A training log is kept for all informal trainings and record of presented material are archived.



# Access to Records

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The City of Avondale Estates uses the link below for all Title VI Program related documents upon request during normal business hours.

<https://www.avondaleestates.org/2316/Title-VI>

All requests are directed to:

**Karina Reyna**

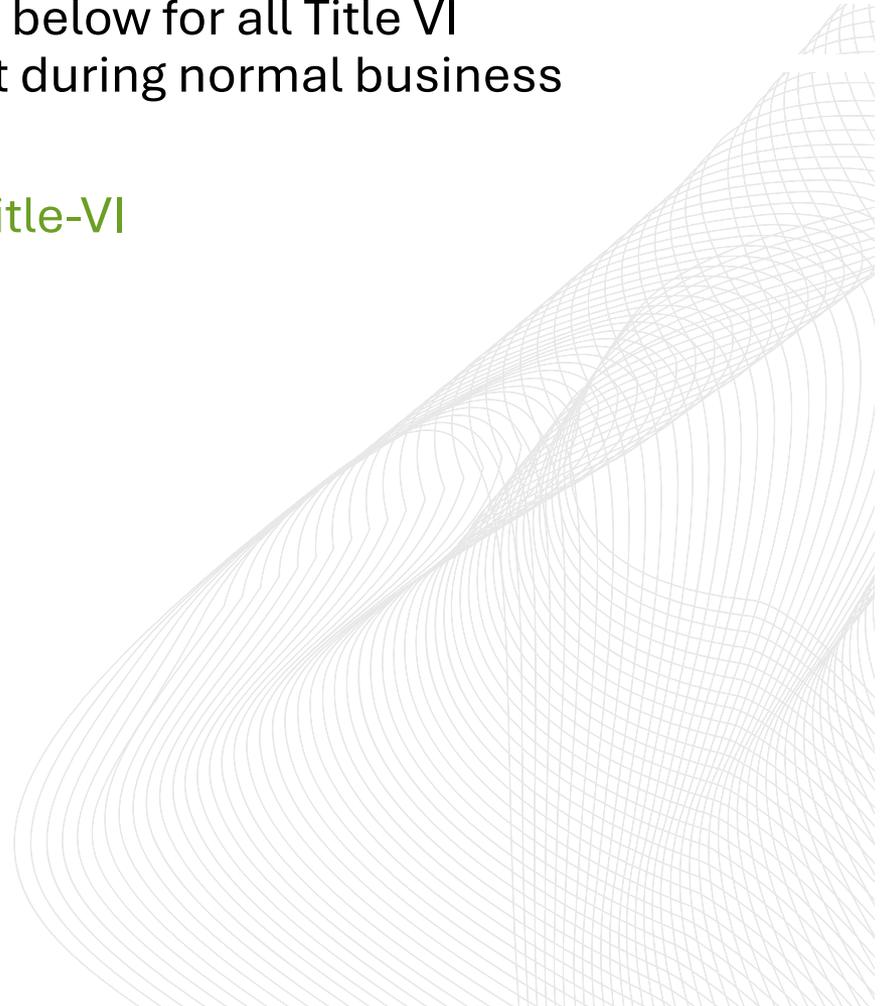
City Clerk

City of Avondale Estates

21 North Avondale Plaza

Avondale Estates, Ga. 30002

P: (404) 294-5400



# Compliant Disposition Process

The City of Avondale Estates is responsible for implementing timely and effective Title VI Program Complaint Disposition procedures. The Title VI Program Coordinator follows the steps below to ensure all complaints filed against the Applicant are completed promptly.

- Complaint Disposition (including intake)
- Investigation planning
- Conducting the Investigation
- Writing Report of Investigation
- Ultimate disposition of the complaint

Follow the link below to complete a Title VI Complaint Form. This form is available through hard copy at City Hall if needed.

<https://www.avondaleestates.org/2316/Title-VI>



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# Avondale Estates Title VI Program Compliance Plan

City of Avondale Estates, Georgia

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