

HARRISON COUNTY, INDIANA

2027 TITLE VI

NONDISCRIMINATION IMPLEMENTATION PLAN



Federal Fiscal Year	October 1, 2026 - September 30, 2027
Adoption Date	September 21, 2026
Adoption Resolution	Resolution No. 2026-12
Supersedes	Title VI Plan adopted February 13, 2026

BOARD OF COMMISSIONERS

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TITLE VI / ADA COORDINATOR

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[Harrison County Title VI Information](#)

Document Administration

This Fiscal Year 2027 Title VI Implementation Plan establishes Harrison County's standard nondiscrimination operating procedures for the federal fiscal year beginning October 1, 2026. It is intended to be read with the Standard U.S. Department of Transportation Title VI / Non-Discrimination Assurances in Attachment 3 and with any current project-specific requirements imposed by the Indiana Department of Transportation (INDOT), the Federal Highway Administration (FHWA), or another funding agency.

Recipient	Harrison County, Indiana
Title VI Coordinator	County Administrator
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Applicable Period	Federal Fiscal Year 2027: October 1, 2026 - September 30, 2027
Annual Plan Due to INDOT	On or before October 1 for the next federal fiscal year
Annual Goals & Accomplishments	On or before November 1
Coordinator Training	At least every two years, or more frequently if required by INDOT
Public Webpage	www.in.gov/counties/harrison/about/title-vi/

Revision History

Version	Date	Action
Prior Plan	February 13, 2026	Previous Title VI Plan adopted by Harrison County.
FY2027 Plan	September 21, 2026	Full replacement plan updating administration, complaint routing, data, public involvement, language assistance, contract compliance, and current federal / INDOT requirements.

Current-Requirement Control

Administrative update rule

INDOT has advised that its public Title VI resource materials are being updated to align with new compliance standards. Harrison County will apply the law, regulations, and official agency requirements in effect when an action is taken. If INDOT or FHWA issues a superseding required form, deadline, complaint-routing procedure, or assurance, the then-current agency requirement controls. Non-substantive administrative updates may be made as authorized by the adoption resolution; material County policy changes will be presented to the Board of Commissioners as appropriate.

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Section 1 - Introduction and Purpose

Harrison County, Indiana is committed to administering its programs, services, activities, and federally assisted projects in accordance with Title VI of the Civil Rights Act of 1964 and all other applicable federal and state nondiscrimination requirements.

As a recipient or subrecipient of federal financial assistance, Harrison County maintains this Title VI Implementation Plan to establish the County's procedures for administering, monitoring, documenting, and maintaining compliance with applicable nondiscrimination requirements. The Plan provides guidance to County elected officials, department heads, employees, contractors, consultants, and other parties participating in programs or activities administered by or on behalf of Harrison County, to the extent applicable to their responsibilities.

This Plan establishes Harrison County's standard Title VI operating procedures for Federal Fiscal Year 2027. The Plan will be reviewed at least annually and updated as necessary to reflect changes in applicable law, federal or state guidance, County operations, funding requirements, or the programs and activities administered by the County.

Harrison County recognizes that Title VI compliance is an ongoing responsibility. The County will maintain appropriate policies, procedures, records, training and employee awareness, public information, complaint procedures, program monitoring, contract provisions, language-assistance procedures, and other measures reasonably necessary to demonstrate compliance with applicable requirements.

INDOT requires local subrecipients to maintain a compliant Title VI Implementation Plan as a condition of eligibility for INDOT-administered funding. Harrison County therefore intends this Plan to function as an administratively workable compliance manual rather than as a purely aspirational policy statement.

Section 2 - Title VI / Nondiscrimination Policy Statement

Harrison County values the civil rights of all persons and is committed to providing equal access to and nondiscriminatory administration of its programs, services, activities, and benefits.

Title VI statutory standard

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 otherwise be subjected to discrimination under any program or activity receiving Federal financial assistance.

Harrison County will comply with Title VI and all applicable related nondiscrimination statutes, regulations, assurances, and requirements. Title VI itself prohibits discrimination on the basis of race, color, and national origin. Separate federal statutes and regulations may prohibit discrimination on additional bases, including sex, age, and disability, when those authorities apply to the program or activity at issue.

The County will administer covered programs and activities in a nondiscriminatory manner and will take appropriate action to correct identified deficiencies or violations. This policy applies to Harrison County and, when required by applicable law, funding conditions, or contract terms, to contractors, consultants, subrecipients, and other participants in federally assisted County programs.

Questions concerning Harrison County's Title VI Program, requests for assistance, or complaints may be directed to the Harrison County Title VI Coordinator identified in this Plan. A signed policy statement for public posting is included as Attachment 2.

Section 3 - Authorities and Applicability

Harrison County administers its Title VI / Nondiscrimination Program under the authorities applicable to the County, its federally assisted programs, and the particular funding source involved. Principal authorities include:

- Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d et seq.;

- 49 C.F.R. Part 21, U.S. Department of Transportation regulations effectuating Title VI, as currently amended;
- 23 C.F.R. Part 200, FHWA Title VI Program and Related Statutes - Implementation and Review Procedures;
- The Civil Rights Restoration Act of 1987, Pub. L. 100-259, as applicable to the scope of covered programs or activities;
- 23 U.S.C. 324, prohibiting sex discrimination in Federal-aid highway programs;
- Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794, and applicable U.S. DOT regulations including 49 C.F.R. Part 27;
- Title II of the Americans with Disabilities Act of 1990, as amended, 42 U.S.C. 12131 et seq., and 28 C.F.R. Part 35;
- The Age Discrimination Act of 1975, 42 U.S.C. 6101 et seq., when applicable;
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, 42 U.S.C. 4601 et seq., when applicable;
- The Standard U.S. DOT Title VI / Non-Discrimination Assurances, DOT Order No. 1050.2A, and applicable FHWA, INDOT, grant, contract, or program directives in effect at the time of the activity.

This Plan distinguishes the Title VI prohibition on discrimination based on race, color, and national origin from obligations arising under related civil-rights statutes. References to a Countywide "Title VI / Nondiscrimination Program" are administrative shorthand and do not alter the statutory scope, elements, remedies, or complaint procedures established by each separate law.

Executive Orders 12898 and 13166 are not relied upon in the body of this Plan as current governing authorities. Harrison County nevertheless maintains public-involvement and language-assistance procedures where required or appropriate under current Title VI, other applicable law, current U.S. DOT / FHWA / INDOT direction, or program-specific requirements.

Section 4 - Standard U.S. DOT Assurances and Implementation

As a condition of receiving federal financial assistance through the U.S. Department of Transportation and the Federal Highway Administration, Harrison County will execute and comply with the applicable Standard U.S. DOT Title VI / Non-Discrimination Assurances. The completed assurance instrument and its internal Appendices A through E are included as Attachment 3.

Harrison County will include required nondiscrimination notices, clauses, and flow-down provisions in solicitations, contracts, subcontracts, deeds, leases, licenses, permits, and other agreements or instruments when required by the Assurances, applicable federal law, or program-specific direction.

County departments responsible for federally assisted projects, procurements, contracts, or agreements will work with the Title VI Coordinator, County Attorney, Highway Engineer, project engineers and consultants, and other appropriate personnel to ensure required provisions are incorporated before execution. The Title VI Coordinator will maintain or coordinate the maintenance of the County's executed Assurances and supporting compliance documentation.

Standard-form status

Attachment 3 is based on the Standard U.S. DOT Title VI / Non-Discrimination Assurance form currently published by INDOT. Because the Assurance is an agency-prescribed compliance instrument, Harrison County will use any superseding form or instructions required by INDOT or FHWA. If a standardized citation within an agency form has been amended, superseded, or revoked, current law and current agency requirements govern its legal effect.

Section 5 - Organization and Staffing

5.1 Title VI Coordinator

The Harrison County Administrator serves as the Harrison County Title VI Coordinator and has primary administrative responsibility for coordinating the County's Title VI / Nondiscrimination Program. The

Coordinator serves on behalf of the Harrison County Board of Commissioners and has direct access to the Board regarding material Title VI compliance matters.

The Title VI Coordinator may consult with the County Attorney, elected officials, department heads, County Council, Highway Department personnel, engineers, consultants, and other appropriate personnel when carrying out the responsibilities of the Program. The Coordinator's role is administrative and coordinating in nature and does not replace the legal authority of independently elected officials, courts, boards or commissions, the professional responsibilities of engineers and consultants, or the legal review responsibilities of the County Attorney.

The Coordinator's responsibilities include, as applicable:

- Administer and coordinate implementation of this Plan and the Standard U.S. DOT Assurances;
- Maintain a role-based Title VI liaison structure and current administrative contact list;
- Coordinate periodic internal program reviews and follow-up on identified deficiencies;
- Facilitate Title VI training and employee awareness and maintain reasonable training documentation;
- Coordinate required annual Title VI submissions and updates to INDOT;
- Maintain the Title VI Complaint Log and administer County complaint intake and referral procedures;
- Coordinate public dissemination, public involvement, data review, and language-assistance procedures;
- Assist departments with applicable federal-aid contract, consultant, contractor, and subrecipient compliance questions;
- Maintain or coordinate records required for Title VI compliance and respond to authorized compliance reviews;
- Report significant or unresolved compliance concerns to the Board of Commissioners and consult the County Attorney or funding agency as appropriate.

5.2 Department Heads, Elected Officials, and Title VI Liaisons

For purposes of Countywide coordination, the default Title VI Liaison for each County office or department is the applicable elected official, department head, or a designee identified by that official or department head. The Title VI Coordinator will maintain a current administrative list of liaison contacts. Individual liaison names and contact information are not incorporated into the permanent body of this Plan unless required for public-contact purposes.

Liaisons assist the Coordinator by distributing Title VI information; notifying the Coordinator of complaints or material compliance concerns; identifying federally assisted projects, contracts, and activities; assisting with public involvement and language-assistance needs; providing information reasonably requested for annual reporting; participating in periodic compliance reviews; and helping document training or awareness activities within their areas of responsibility.

Nothing in this liaison structure alters statutory powers, judicial independence, supervisory authority, or employment relationships of an independently elected office, court, board, commission, or other governmental entity. Liaison functions are intended solely to provide a practical channel for Title VI and related compliance coordination to the extent applicable.

Section 6 - Program Administration and Internal Review Procedures

Harrison County will periodically review its programs, services, activities, policies, and federally assisted projects to assess implementation of Title VI and applicable nondiscrimination requirements. Reviews will be practical and risk-based, reflecting the size and administrative structure of the County.

Principal review areas may include:

- Transportation, Highway Department, project development, right-of-way, relocation, and construction activities;
- Federally assisted procurement, engineering, consulting, contracting, grant, and project-administration activities;
- Planning, public hearings, public meetings, advisory bodies, and other public-participation activities;
- Public-facing County programs, services, facilities, and administrative processes;

- Public communications, Title VI notices, language assistance, accessibility coordination, complaint intake, training, and recordkeeping.

Program reviews may be conducted through the Annual Department / Liaison Title VI Review Form in Attachment 5, review of relevant project or administrative records, consultation with the responsible office, and examination of supporting documentation. The Title VI Coordinator may tailor the scope of a review to the risks and requirements of the program being examined.

6.1 Review Frequency and Follow-Up

The Title VI Coordinator will seek to review applicable program areas on a recurring basis and may prioritize areas involving federal financial assistance, significant public interaction, material program changes, right-of-way activity, contract administration, prior deficiencies, language-assistance needs, or complaints. Additional review may be conducted when a funding agency requests it or circumstances warrant.

Where a review identifies a deficiency, the Coordinator will document the issue at a level appropriate to its significance and work with the responsible office and, when appropriate, the County Attorney, Highway Engineer, consultants, Board of Commissioners, or funding agency to establish and monitor corrective action.

6.2 Special Emphasis Reviews

The Title VI Coordinator may designate a program, activity, project, or administrative process for special-emphasis review when increased compliance attention is appropriate. Factors may include significant federal funding, repeated complaints or concerns, substantial right-of-way or relocation activity, unusual language-assistance needs, a prior compliance finding, significant changes in service delivery, or other circumstances presenting increased compliance risk. Selection for special-emphasis review does not itself constitute a finding of discrimination or noncompliance.

Section 7 - Review of County Policies, Procedures, and Directives

Harrison County will consider applicable Title VI and related nondiscrimination requirements when developing or materially revising policies, procedures, programs, or administrative directives that may affect federally assisted activities or access to County programs and services.

The Title VI Coordinator may review or be consulted regarding policies or procedures reasonably expected to have Title VI implications. The Coordinator may consult the County Attorney and the applicable elected official, department head, Highway Engineer, consultant, or other subject-matter personnel to determine whether nondiscrimination requirements have been appropriately addressed.

This process does not require separate Title VI approval of every ordinance, resolution, personnel practice, routine purchasing action, or departmental procedure. It is intended to identify and address nondiscrimination requirements when the nature of a policy, program, project, or directive makes such review reasonably appropriate.

When a potential compliance concern is identified, the Coordinator will communicate the issue to the responsible office and may recommend revisions, legal review, additional documentation, public-involvement measures, language assistance, training, or other appropriate action before or during implementation.

Section 8 - Federally Assisted Contracts, Consultants, Contractors, and Subrecipients

Harrison County primarily uses federal transportation assistance for County projects and contracts directly with contractors, consultants, engineers, and other service providers. The County does not routinely pass Federal-aid highway funds through to second-tier subrecipients. If Harrison County distributes federal financial assistance to another entity in a manner that creates a subrecipient relationship, the County will apply the monitoring and compliance requirements applicable to that relationship.

8.1 Contract Review Workflow

For federally assisted transportation contracts, the Highway Engineer, project engineer, and/or project consultants will generally perform the preliminary technical and programmatic review and identify applicable federal contract requirements. Contract documents will then proceed through the County's established legal and approval process.

The County Attorney will perform or coordinate the legal review of contracts presented for County approval and may recommend revisions or additional provisions necessary to address applicable legal requirements. Contracts requiring revision will ordinarily be returned for modification before final action. The Title VI Coordinator may assist in coordinating Title VI compliance questions and documentation but does not replace technical engineering review or legal review by the County Attorney.

Final approval or rejection of County contracts remains with the Harrison County Board of Commissioners when such approval is within the Board's authority. Contracts presented for final approval should reflect required revisions or otherwise address outstanding legal and compliance concerns before action at a public meeting.

8.2 Monitoring

Harrison County will monitor federally assisted contractors, consultants, and any actual subrecipients through a risk-based process that may include review of required solicitation language, contract assurances and flow-down provisions, project documentation, complaints or compliance concerns, and other information relevant to Title VI compliance. Monitoring may occur during procurement, contract administration, project performance, or closeout.

If a deficiency is identified, Harrison County will seek appropriate corrective action consistent with the contract, applicable federal requirements, INDOT requirements, and advice of County legal counsel. Attachment 6 provides a practical Federal-Aid Contract / Compliance Review Checklist.

Section 9 - Data Collection, Analysis, Records, and Reporting

Harrison County will collect, maintain, and review information reasonably necessary to monitor the administration of its Title VI / Nondiscrimination Program and demonstrate compliance with applicable requirements. Data collection will be proportionate to the program, project, public-involvement activity, or reporting obligation involved.

Information reviewed or maintained may include:

- Federally assisted projects, grants, contracts, consultant agreements, and other covered activities;
- Title VI complaints, referrals, status information, and complaint-log entries;
- Training, employee awareness, and Coordinator continuing-education records;
- Requests for language assistance and significant language-service encounters;
- Public notices, hearings, meetings, outreach methods, and voluntary public-involvement survey information;
- Demographic information relevant to public participation, language needs, or federally assisted project areas;
- Right-of-way, property acquisition, relocation, and project information when required or appropriate;
- Contractor, consultant, and subrecipient compliance documentation;
- Identified deficiencies, corrective actions, and follow-up records;
- Other information required by INDOT, FHWA, an applicable grant, or current program guidance.

Each elected official, department head, or designated liaison will cooperate with reasonable requests from the Title VI Coordinator for information needed to prepare the annual Title VI Implementation Plan, Goals and Accomplishments Report, INDOT submissions, or other required compliance documentation. In place of separate narrative reports from every office, the Coordinator may use the standardized review form in Attachment 5.

The Coordinator will periodically review available information to identify required follow-up, training needs, language-assistance needs, public-access issues, potential indicators of intentional discrimination,

compliance deficiencies, or changes requiring an update to this Plan. Statistical information may assist compliance review but will not, standing alone, be treated as establishing a Title VI violation or as requiring unlawful demographic preferences or outcomes.

Title VI records will be retained for the period required by applicable federal and state law, funding requirements, County record-retention schedules, or litigation holds. Unless another requirement controls, the County will retain complaint, training, survey, and similar Title VI administrative records for at least three years from the final action or activity to which the record relates.

Section 10 - Training and Employee Awareness

The Title VI Coordinator will maintain appropriate knowledge of current Title VI and applicable nondiscrimination requirements and will complete Title VI training at least once every two years, or more frequently when required by INDOT or when significant changes in applicable requirements warrant additional training.

The Coordinator will make appropriate Title VI information and training available to County elected officials, department heads, Title VI Liaisons, and employees. Training content may be tailored to responsibilities and may include the County's nondiscrimination policy, complaint intake and referral, language assistance, public participation, contract requirements, accessibility coordination, records, and updates to federal or INDOT requirements.

New County employees will receive Title VI nondiscrimination information as part of orientation or onboarding, or as soon thereafter as reasonably practicable. Current employees will receive periodic refresher information or training. Employee awareness may be accomplished through formal training, department meetings, electronic training, written or electronic distribution of updated policies and guidance, acknowledgment forms, or other reasonable methods selected by the County.

At least annually, the Title VI Coordinator will review whether updated training or information should be distributed based on changes in law or INDOT requirements, complaints, identified compliance concerns, significant program changes, or other relevant circumstances. This annual review does not require formal classroom training of every County employee each year.

Department heads, elected officials, or their designees will assist the Coordinator in disseminating Title VI information within their areas of responsibility and documenting training or awareness activities when reasonably requested. Attachment 13 provides a simple Training / Employee Awareness Record.

Section 11 - Complaint Administration

Harrison County is committed to providing an accessible process for receiving complaints alleging discrimination prohibited by Title VI and applicable related nondiscrimination requirements.

11.1 Title VI Complaints

Any person who believes that they have been excluded from participation in, denied the benefits of, or otherwise subjected to discrimination on the basis of race, color, or national origin under a Harrison County road or highway transportation program or activity subject to Title VI may submit a complaint to the Harrison County Title VI Coordinator. A representative may submit a complaint on behalf of another person.

Title VI complaints generally must be filed within 180 calendar days of the alleged discriminatory act, unless the processing agency extends the filing period. Use of the Harrison County complaint form is encouraged but is not required. To begin formal federal processing, a complaint generally must be in writing and signed. If an individual requires assistance because of disability, limited English proficiency, literacy, or another communication barrier, County personnel will make reasonable efforts to assist the person in reducing the complaint to writing or submitting it in an accessible format.

11.2 Intake, Logging, and Referral

Upon receipt of a complaint reasonably alleging Title VI discrimination in connection with a Federal-aid highway program, project, service, or activity, the Title VI Coordinator will document receipt and enter the

matter in the County's Title VI Complaint Log. The County will forward the complaint to INDOT within three (3) business days, consistent with INDOT's current local-agency sample complaint procedure.

After referral, the County will provide the complainant with available contact information for INDOT and, as appropriate, FHWA. A complainant may also file directly with INDOT, the FHWA Indiana Division, or FHWA Headquarters Office of Civil Rights. FHWA Headquarters Office of Civil Rights is responsible for determining whether a Federal-aid Title VI complaint will be accepted, dismissed, transferred, and whether FHWA or INDOT will conduct any investigation.

Harrison County will cooperate with INDOT, FHWA, or another authorized agency in any investigation or compliance review and will preserve and provide relevant records as required. The County will not characterize its own administrative review as a final federal Title VI determination unless investigative or decision-making authority has been specifically delegated by the agency having jurisdiction.

11.3 Related Civil-Rights Concerns

Nothing in this procedure prevents Harrison County from separately reviewing conduct under County policy or other applicable law, addressing an operational concern, or taking voluntary corrective action when appropriate, provided the action does not interfere with the federal complaint process. Allegations principally concerning disability, sex, age, employment discrimination, or another basis governed by a separate civil-rights statute may be received by the Coordinator and routed to the applicable County procedure, official, or funding agency.

Retaliation, intimidation, threats, or coercion against a person for filing a complaint, assisting a complainant, providing information, participating in an investigation, or otherwise exercising a protected civil-rights right are prohibited to the extent provided by applicable law.

Harrison County will maintain a Title VI Complaint Log regardless of whether complaints have been received. Complaint and referral records will be retained for at least three years from final action, or longer when required by law, grant requirements, litigation hold, or County record-retention requirements. Attachment 7 contains the detailed complaint procedure, Attachment 8 the complaint intake form, and Attachment 9 the complaint log.

Section 12 - Public Notice, Involvement, and Outreach

12.1 Public Notice and Dissemination

Harrison County will make information regarding its Title VI Program reasonably available to employees, program participants, contractors, consultants, and the public. The County will maintain and make publicly available its Title VI / Nondiscrimination Policy, Title VI Coordinator contact information, complaint procedure and complaint form, and current Title VI Implementation Plan.

Title VI information may be made available through the Harrison County website, appropriate County offices and public facilities, public meeting locations, project materials, bid and contract documents, and other methods appropriate to the program or activity. The County will display or distribute required federal or INDOT nondiscrimination notices and posters as applicable. Attachment 10 contains the County's public Title VI notice.

12.2 Public Involvement and Outreach

Harrison County is committed to providing reasonable opportunities for affected persons to receive information about and participate in County programs, projects, services, and activities. Public meetings, hearings, notices, and other participation opportunities will be administered in accordance with applicable federal and state requirements, including Indiana public-meeting requirements and any project-specific public-involvement procedures applicable to federally assisted transportation activities.

Outreach methods may vary according to the nature, location, significance, and anticipated public impact of the program or project. Methods may include the County website, public notices, local news media, direct mail or electronic communication, social media, project mailing lists, notices at public facilities,

communication with directly affected property owners or program users, coordination with community organizations or institutions, and other reasonable methods of providing information to affected persons.

The County will consider known communication and access barriers when planning significant public involvement activities. Where reasonably necessary, Harrison County will make appropriate language assistance, disability-related accommodations, or alternative communication methods available so affected persons have a meaningful opportunity to participate.

Persons needing language assistance or disability-related accommodations are encouraged to contact the County as early as reasonably possible before a scheduled meeting or hearing. Advance notice assists the County in arranging appropriate services; however, failure to provide a specified amount of advance notice will not automatically bar participation or assistance. The County will make reasonable efforts to address requests received with shorter notice.

The Coordinator may use demographic information, prior participation information, language-assistance records, project location, and other appropriate data to select effective outreach methods and monitor nondiscriminatory access. Information will not be used to provide unlawful preferences or exclusions based on race, color, or national origin.

Section 13 - Limited English Proficiency and Language Assistance

13.1 Purpose

Harrison County will take reasonable steps, consistent with applicable Title VI requirements and current U.S. DOT, FHWA, and INDOT direction, to provide effective access to County programs and activities for persons with limited English proficiency when language assistance is necessary. Harrison County does not rely on revoked Executive Order 13166 as an independent source of current obligations, but maintains language-assistance procedures in response to current nondiscrimination requirements, INDOT compliance expectations, and practical public-service needs.

A person with limited English proficiency (LEP) is an individual whose primary language is not English and who has limited ability to read, write, speak, or understand English. The appropriate type and extent of language assistance may vary according to the County program, the communication involved, urgency, available resources, and applicable legal requirements.

13.2 Four-Factor Planning Framework

As a planning framework, Harrison County will periodically consider:

1. The number or proportion of LEP persons who are eligible to be served or are likely to encounter a County program, activity, or service;
2. The frequency with which LEP persons encounter County programs, activities, or services;
3. The nature and importance of the program, activity, or service involved; and
4. The resources reasonably available to Harrison County and the cost of providing language assistance.

13.3 Harrison County Language Profile

Harrison County has reviewed available U.S. Census Bureau and INDOT information concerning language use and English proficiency. U.S. Census Bureau QuickFacts, using 2020-2024 estimates, reports that approximately 2.4% of Harrison County residents age five and older speak a language other than English at home. This measure reflects language use and does not, by itself, establish limited English proficiency.

INDOT's currently published "LEP Persons by County" table estimates a Harrison County population of 36,915, with approximately 222 persons, or 0.60%, speaking English less than "very well." The INDOT table does not identify a language meeting a five-percent-or-greater threshold for Harrison County.

County experience indicates that requests for language assistance are relatively infrequent Countywide, although certain programs - including courts and public-health functions - have experience arranging interpreter services when needed. Harrison County does not designate one exclusive Countywide language-service provider in this Plan.

13.4 Language-Assistance Procedure

When County personnel encounter an individual who appears to require language assistance, the employee should make reasonable efforts to identify the language needed and contact the appropriate department head, elected official, Title VI Liaison, or Title VI Coordinator when assistance is necessary.

Depending on the circumstances, appropriate assistance may include a qualified interpreter, telephone or remote interpretation, translation of a vital document, appropriately qualified bilingual personnel, or another effective communication method. Departments may use existing qualified resources or arrange other appropriate services consistent with County procedures and applicable law.

When language assistance is necessary to provide effective access under applicable requirements, the service will be provided without charge to the individual. County personnel should not require a person to provide their own interpreter when doing so would be inconsistent with applicable requirements, create a conflict of interest, compromise confidentiality, or fail to provide reliable communication.

The nature and urgency of the service will be considered. Programs involving health, safety, legal rights, access to essential services, or other significant interests may require more immediate or formal language assistance than routine informational interactions. The County may translate vital documents or frequently used public information when required by law, demonstrated need, current agency direction, or the nature of the program. This Plan does not require automatic translation of every County document into multiple languages absent an applicable requirement or demonstrated need.

The Title VI Coordinator will periodically review available demographic information and significant language-assistance records and may recommend changes to procedures, resources, translated materials, or outreach. Attachment 12 provides a simple Language Assistance Request / Service Record.

Section 14 - Section 504 / ADA Coordination

Harrison County maintains separate policies, procedures, and planning documents addressing obligations under Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, as amended. The Harrison County Administrator serves as both the ADA Coordinator and the Title VI Coordinator to facilitate administrative coordination; however, Title VI, Section 504, and the ADA remain distinct legal authorities with different requirements and complaint procedures.

Nothing in this Title VI Implementation Plan replaces or supersedes Harrison County's ADA Transition Plan, ADA Self-Evaluation, ADA grievance procedures, accessibility standards, or other disability-related requirements. A complaint alleging discrimination based primarily on disability will be processed under the applicable ADA / Section 504 grievance or funding-agency procedure. When a complaint contains allegations implicating both Title VI and disability-related law, the Coordinator will ensure that each allegation is routed or processed under the appropriate procedure.

Information concerning Harrison County's ADA program, grievance procedures, and requests for disability-related accommodations is available through the Harrison County ADA Coordinator and County public information resources.

Section 15 - Compliance, Corrective, and Remedial Action

Harrison County will seek voluntary and timely correction of identified Title VI and related nondiscrimination compliance deficiencies. A compliance concern may be identified through a program review, contract or project review, public complaint, federal or state compliance review, liaison report, data review, language-assistance issue, training review, or other appropriate means.

When the Title VI Coordinator determines that a material compliance deficiency may exist, the Coordinator will document the concern and notify the responsible elected official, department head, contractor, consultant, subrecipient, or other party as appropriate. The Coordinator may consult the County Attorney, Highway Engineer, project consultant, Board of Commissioners, or applicable funding agency in determining the appropriate response.

Corrective action should identify, as appropriate, the deficiency to be addressed, the person or entity responsible for addressing it, the action necessary to achieve compliance, and a reasonable target date for completion. The nature and timing of corrective action will be proportionate to the identified concern and any applicable federal, state, contractual, or grant requirement. When INDOT, FHWA, or another agency establishes a corrective-action deadline or directs a particular remedy, that requirement controls.

The Title VI Coordinator will monitor material corrective actions until the County has reasonably documented resolution or until responsibility for further action has been transferred to the appropriate authority. Unresolved material deficiencies may be elevated to the County Attorney and Board of Commissioners and, when appropriate, to INDOT or another funding agency.

For contractors, consultants, or subrecipients, available remedies may include a corrective-action plan, additional documentation or monitoring, withholding or conditioning action when authorized, contract modification, suspension, termination, referral to a funding agency, or other lawful measures appropriate to the circumstances. Nothing in this Plan authorizes a sanction that is not otherwise permitted by law or the applicable agreement.

Section 16 - Annual Title VI Goals and Accomplishments

Harrison County will annually review its Title VI Program and establish reasonable compliance goals based on applicable INDOT requirements, changes in law or guidance, program activity, identified deficiencies, complaints, language-assistance needs, training needs, and other relevant circumstances. The annual Goals and Accomplishments Report is a separate INDOT compliance submission due on or before November 1 and may use Attachment 14 as the County's working record.

16.1 FY2026 Accomplishments

- Maintained a designated Harrison County Title VI Coordinator responsible for administration of the County's Title VI Program.
- Maintained the County's Title VI Implementation Plan and related Title VI information on the Harrison County public website.
- Maintained Title VI complaint information and public access to complaint procedures.
- Maintained a Title VI complaint record; no new Title VI discrimination complaints were received during the reporting period.
- Reviewed the existing Title VI Plan against current INDOT requirements and identified provisions requiring organizational, procedural, demographic, complaint-processing, and legal updates.
- Prepared a comprehensive FY2027 replacement Title VI Implementation Plan, updated complaint process, role-based liaison structure, contract-compliance procedure, public-involvement and language-assistance procedures, corrective-action process, and supporting compliance forms for Board of Commissioners adoption.

Harrison County did not complete formal Countywide employee Title VI training during the reporting period and does not claim such training as an FY2026 accomplishment. Updated employee awareness and training implementation is carried forward as an FY2027 goal.

16.2 FY2027 Goals

Goal	Action	Target
Board adoption	Obtain Board of Commissioners adoption of the FY2027 Title VI Implementation Plan and applicable Assurances.	September 21, 2026
INDOT submission	Complete required signatures and submit a compliant FY2027 Implementation Plan to INDOT.	On or before October 1, 2026
Website update	Replace the prior Plan with the fully executed FY2027 Plan and update the public webpage date / description.	Promptly after adoption
Complaint administration	Maintain the complaint log and implement the three-business-day Federal-aid Title VI referral procedure.	Ongoing / upon adoption
Liaison structure	Maintain the role-based department / elected-official liaison system and current administrative contacts.	Ongoing

Goal	Action	Target
Internal reviews	Begin use of the simplified Department / Liaison Review Form and conduct risk-based program reviews.	During FY2027
Employee awareness	Provide updated Title VI information to department heads / elected officials and make appropriate employee awareness or training available.	During FY2027
New-hire information	Incorporate Title VI information into new-employee onboarding or orientation as reasonably practicable.	Ongoing
Coordinator training	Maintain Coordinator continuing education consistent with current INDOT requirements.	As required; at least every two years
Federal-aid contracts	Review applicable federally assisted transportation contracts through established engineering, consultant, legal, administrative, and Commissioners' processes.	Ongoing
Language assistance	Maintain language-assistance procedures and record significant requests to support future planning.	Ongoing
Corrective action	Document and monitor material Title VI deficiencies and corrective action when identified.	As necessary
Demographic review	Review available demographic and language information for material changes affecting the Program.	At least annually
Goals & Accomplishments	Prepare and submit the annual Title VI Goals & Accomplishments Report.	On or before November 1, 2026; annually thereafter
FY2028 plan	Review and prepare the next annual Title VI Implementation Plan.	Before next annual submission

Board of Commissioners Adoption Resolution

HARRISON COUNTY, INDIANA BOARD OF COMMISSIONERS

RESOLUTION NO. 2026- 12

A RESOLUTION ADOPTING THE HARRISON COUNTY FISCAL YEAR 2027 TITLE VI IMPLEMENTATION PLAN

WHEREAS, Harrison County, Indiana receives or may receive federal and state financial assistance administered through the Indiana Department of Transportation (INDOT) and the Federal Highway Administration (FHWA); and

WHEREAS, Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in programs or activities receiving federal financial assistance; and

WHEREAS, Harrison County, as an eligible recipient or subrecipient of financial assistance administered through INDOT, is required to maintain appropriate Title VI nondiscrimination policies, procedures, assurances, and implementation documentation; and

WHEREAS, Harrison County has reviewed and updated its Title VI Implementation Plan to establish the County's standard nondiscrimination operating procedures for Federal Fiscal Year 2027;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF HARRISON COUNTY, INDIANA, THAT:

Section 1. The Harrison County Fiscal Year 2027 Title VI Implementation Plan is hereby adopted and approved.

Section 2. The County Administrator is designated as the Harrison County Title VI Coordinator and is authorized to administer the Plan, coordinate required compliance activities, maintain required documentation, and submit the Plan and related compliance materials to INDOT or other appropriate agencies.

Section 3. Harrison County reaffirms its commitment to comply with Title VI of the Civil Rights Act of 1964, applicable related nondiscrimination laws, and the Standard U.S. Department of Transportation Title VI / Non-Discrimination Assurances applicable to Harrison County.

Section 4. County elected officials, department heads, employees, contractors, consultants, and other parties subject to the Plan shall cooperate with the Title VI Coordinator in carrying out applicable responsibilities, to the extent consistent with their legal authority and role.

Section 5. The Title VI Coordinator is authorized to make non-substantive administrative updates to contact information, departmental designations, forms, web addresses, agency contact information, and similar administrative information without formal readoption of the entire Plan, provided such updates do not materially alter County policy or a requirement approved by this Board.

Section 6. Material amendments to County Title VI policy or substantive operating procedures shall be presented to the Board of Commissioners for approval when appropriate. The County will also comply with any superseding form, deadline, or procedure required by INDOT, FHWA, or another agency having jurisdiction.

ADOPTED this 21st day of September, 2026.


Annissa Kellum
Commissioner, District 1


Nelson Stepro
Commissioner, District 2


Brad Wiseman
Commissioner, District 3

ATTEST:

Jana Burdick
Harrison County Auditor

Date: 9/21/2022

Signed Title VI / Nondiscrimination Policy Statement

HARRISON COUNTY TITLE VI / NONDISCRIMINATION POLICY STATEMENT

Harrison County, Indiana values the civil rights of all persons and is committed to administering its programs, services, activities, and benefits in accordance with applicable federal and state nondiscrimination requirements.

Title VI

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 otherwise be subjected to discrimination under any program or activity receiving Federal financial assistance.

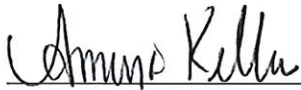
Harrison County will comply with Title VI and all applicable related nondiscrimination statutes, regulations, assurances, and requirements. These include, as applicable, separate federal requirements prohibiting discrimination on other legally protected bases, including sex, age, and disability.

Harrison County will administer covered programs and activities in a nondiscriminatory manner, maintain appropriate complaint and compliance procedures, and take appropriate corrective action when a violation or deficiency is identified.

The Harrison County Administrator serves as the County's Title VI Coordinator. Questions, complaints, requests for assistance, or requests for additional information concerning Harrison County's Title VI Program may be directed to:

Title VI Coordinator	Chad Shireman, Harrison County Administrator
Address	245 Atwood Street, Suite 211, Corydon, Indiana 47112
Telephone	(812) 738-8241
Email	cshireman@harrisoncounty.in.gov
Web	www.in.gov/counties/harrison/about/title-vi/

Approved and adopted by the Harrison County Board of Commissioners on September 21, 2026.



Annissa Kellum
Commissioner, District 1



Nelson Stepro
Commissioner, District 2



Brad Wiseman
Commissioner, District 3

Standard U.S. DOT Title VI / Non-Discrimination Assurances

Agency-prescribed assurance

The following completed assurance is based on the Standard U.S. DOT Title VI / Non-Discrimination Assurance form (DOT Order No. 1050.2A) currently published by INDOT. Harrison County will use any superseding assurance form or instructions required by INDOT or FHWA. Appendix E below is maintained as part of the agency-standardized assurance package; current law and current agency requirements control the legal status and effect of cited authorities.

THE UNITED STATES DEPARTMENT OF TRANSPORTATION (USDOT) STANDARD TITLE VI / NON-DISCRIMINATION ASSURANCES DOT Order No. 1050.2A

Harrison County, Indiana (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), which prohibits discrimination on the basis of race, color, or national origin;
- 49 C.F.R. Part 21, Nondiscrimination in Federally-Assisted Programs of the Department of Transportation - Effectuation of Title VI of the Civil Rights Act of 1964;
- 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 are hereinafter 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:

General assurance

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 Federal Highway Administration.

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress with respect to Title VI and other nondiscrimination requirements (the Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973) by restoring the broad, institutional-wide scope and coverage of these nondiscrimination statutes and requirements to include all programs and activities of the Recipient, so long as any portion of the program is Federally assisted.

Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its Federally assisted Federal Aid Highway Program:

1. The Recipient agrees that each "activity," "facility," or "program," as defined in 49 C.F.R. 21.23(b) and 21.23(e), will be facilitated, operated, or 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 and Requests for Proposals for work or material subject to the Acts and the Regulations made in connection with the Federal Aid Highway Program and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

Required bid / RFP notification

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

3. The Recipient will insert the clauses of Appendix A and Appendix E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, improvements thereon, or interest therein to the Recipient.
5. 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. Where the Recipient receives Federal financial assistance in the form of, or for the acquisition of, real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.
7. 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 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. This Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where Federal financial assistance is to provide, or is in the form of, personal property, real property, an interest therein, structures, or improvements thereon, in which case the Assurance obligates the Recipient or any transferee for the longer of: (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 the Secretary delegates specific authority to give reasonable guarantee that the Recipient, other recipients, subrecipients, subgrantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed by 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, Harrison County, Indiana also agrees to comply (and require any subrecipients, subgrantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing Federal Aid Highway Program access to records, accounts, documents, information, facilities, and staff. The Recipient recognizes that it must comply with program or compliance reviews and complaint investigations conducted by the Federal Aid Highway Program. The Recipient must keep records and reports and submit material for review upon request to the Federal Aid Highway Program, or its designee, in a timely, complete, and accurate manner. The Recipient must also comply with other reporting, data collection, and evaluation requirements prescribed by law or detailed in program guidance.

Harrison County, Indiana gives this ASSURANCE in consideration of and for obtaining Federal grants, loans, contracts, agreements, property, discounts, or other Federal-aid and Federal financial assistance extended after the date hereof by the U.S. Department of Transportation under the Federal Aid Highway Program. This ASSURANCE is binding on Indiana, other recipients, subrecipients, subgrantees, contractors, subcontractors and their subcontractors, transferees, successors in interest, and other

participants in the Federal Aid Highway Program. The person signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

Harrison County, Indiana

By (Authorized Official):



Title: Commissioner (President)

Date: 09-21-2026

Appendix A - Contract Clauses

APPENDIX A CLAUSES FOR FEDERALLY ASSISTED CONTRACTS

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees as follows:

- 1. Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, Federal Highway Administration, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
- 2. Nondiscrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, 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 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 C.F.R. Part 21.
- 3. Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding or negotiation, made by the contractor for work to be performed under a subcontract, including procurements of materials or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to nondiscrimination on the grounds of race, color, or national origin.
- 4. Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and facilities as may be determined by Harrison County, Indiana or the Federal Highway Administration to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where 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 Harrison County, Indiana or the Federal Highway Administration, as appropriate, and will set forth what efforts it has made to obtain the information.
- 5. Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the nondiscrimination provisions of this contract, Harrison County, Indiana will impose such contract sanctions as it or the Federal Highway Administration 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 the 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 Harrison County, Indiana or the Federal Highway Administration 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 Harrison County, Indiana to enter into any litigation to protect the interests of the County. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

Appendix B - Deeds Transferring United States Property

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 Assurance 4:

Granting Clause

NOW, THEREFORE, the U.S. Department of Transportation, as authorized by law and upon the condition that Harrison County, Indiana will accept title to the lands and maintain the project constructed thereon in accordance with Title 23, United States Code, the Regulations for the Administration of the Federal Aid Highway Program, and the policies and procedures prescribed by the Federal Highway Administration of the U.S. Department of Transportation, and 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, Nondiscrimination 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, does hereby remise, release, quitclaim, and convey unto Harrison County, Indiana 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 Harrison County, Indiana 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 Harrison County, Indiana, its successors and assigns.

Harrison County, Indiana, 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) Harrison County, Indiana will use the lands and interests in lands so conveyed in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, as the Regulations and Acts may be amended, and, when a reverter clause is required, (3) in the event of breach of the above-mentioned nondiscrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and the 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 instrument.

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

Appendix C - Transfer of Real Property

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 Harrison County, Indiana pursuant to Assurance 7(a):

A. The grantee, lessee, permittee, or other party, 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 the deed, license, lease, permit, or other instrument 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, or other party 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, and similar instruments, in the event of breach of any of the above nondiscrimination covenants, Harrison County, Indiana will have the right to terminate the lease, license, permit, or other instrument and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the instrument had never been made or issued.*

C. With respect to a deed, in the event of breach of any of the above nondiscrimination covenants, Harrison County, Indiana will have the right to enter or re-enter the lands and facilities thereon, and the described lands and facilities will thereupon revert to and vest in and become the absolute property of Harrison County, Indiana and its assigns.*

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

Appendix D - Construction / Use / Access to Real Property

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 or agreements entered into by Harrison County, Indiana pursuant to Assurance 7(b):

A. The grantee, licensee, permittee, or other party, 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) 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; and (3) the grantee, licensee, lessee, permittee, or other party 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, and similar instruments, in the event of breach of any of the above nondiscrimination covenants, Harrison County, Indiana will have the right to terminate the license, lease, permit, or other instrument, as appropriate, and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if the instrument had never been made or issued.*

C. With respect to deeds, in the event of breach of any of the above nondiscrimination covenants, Harrison County, Indiana will have the right to re-enter said land and facilities thereon, and the described lands and facilities will thereupon revert to and vest in and become the absolute property of Harrison County, Indiana and its assigns.*

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

Appendix E - Pertinent Non-Discrimination Authorities

APPENDIX E PERTINENT NON-DISCRIMINATION AUTHORITIES

During the performance of a contract subject to the Assurance, the contractor, for itself, its assignees, and successors in interest, agrees to comply with the following nondiscrimination statutes and authorities, including but not limited to:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq., 78 Stat. 252), which prohibits discrimination on the basis of race, color, or national origin; and 49 C.F.R. Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (42 U.S.C. 4601 et seq.), which 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), which prohibits discrimination on the basis of sex.
- Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794 et seq.), as amended, which prohibits discrimination on the basis of disability; and 49 C.F.R. Part 27.
- The Age Discrimination Act of 1975, as amended (42 U.S.C. 6101 et seq.), which prohibits discrimination on the basis of age.
- Airport and Airway Improvement Act of 1982 (49 U.S.C. 47123), as amended, which prohibits discrimination based on race, creed, color, national origin, or sex.
- The Civil Rights Restoration Act of 1987 (Pub. L. 100-259), which broadened the scope, coverage, and applicability of Title VI, the Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973 by expanding the definition of programs or activities of Federal-aid recipients, subrecipients, and contractors.
- 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 U.S. Department of Transportation regulations at 49 C.F.R. Parts 37 and 38.
- The Federal Aviation Administration's nondiscrimination statute (49 U.S.C. 47123), which 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.
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance.
- Title IX of the Education Amendments of 1972, as amended (20 U.S.C. 1681 et seq.), which prohibits discrimination because of sex in education programs or activities.

Status note for standardized Appendix E

Executive Orders 12898 and 13166 are included above because they appear in the Appendix E list of the Standard Assurance package currently published by INDOT. Both Executive Orders have been revoked. Harrison County does not rely on those Executive Orders as independent current authorities in the body of this Plan; current law and current agency requirements control.

Organizational Structure and Role-Based Liaison Roster

The following structure is used for Title VI coordination. It is a compliance-coordination framework only and does not modify statutory authority, judicial independence, supervisory relationships, or the legal responsibilities of independently elected offices, courts, boards, or commissions.

Title VI Coordination Structure

Role	Title VI Coordination Function
Harrison County Board of Commissioners	Adopts the County Title VI Plan; receives material compliance reports; takes final action within the Board's legal authority.
County Administrator / Title VI Coordinator	Primary administrative coordinator; direct access to the Board of Commissioners; annual plan/reporting, complaint intake/referral, liaison coordination, training/awareness, records, internal reviews, public notice, and language-assistance coordination.
County Attorney	Legal adviser to the County and Commissioners; reviews contracts and legal issues; advises on corrective action and interpretation of applicable requirements.
Highway Engineer / Project Engineers / Consultants	Provide project-specific technical and preliminary federal-requirement review for transportation projects and contracts.
Elected Officials / Department Heads / Designees	Serve as default Title VI Liaisons for their offices or departments and coordinate applicable compliance activity with the Title VI Coordinator.

Role-Based Liaison Roster

Office / Program Area	Default Liaison
Animal Control	Department Head or designee
Auditor	County Auditor or designee
Assessor	County Assessor or designee
Building / Plan Commission	Department Head or designee
Circuit Court	Appropriate Court administrative representative or designee
Clerk	County Clerk or designee
Communications / 911	Department Head or designee
Emergency Management	Director or designee
Purdue Extension	Office representative or designee
Health Department	Administrator / Health Officer or designee
Highway Department	Highway Engineer / Superintendent or designee
Maintenance	Department Head or designee
Superior Court / Probation	Appropriate administrative representative or designee
Prosecuting Attorney	Prosecuting Attorney or designee
Recorder	County Recorder or designee
Sheriff's Department	Sheriff or designee
Soil & Water Conservation District	Office representative or designee
County Surveyor	County Surveyor or designee
Treasurer	County Treasurer or designee
Veterans Affairs	Department Head or designee
Other County office / department not listed	Applicable elected official, department head, administrator, or designee

The Title VI Coordinator may maintain a separate administrative contact sheet with current liaison names, telephone numbers, and email addresses. Changes to that contact sheet do not require formal amendment of this Plan.

Annual Department / Liaison Title VI Review Form

Department / Office: _____

Reporting Period: _____

Department Head / Elected Official: _____

Designee / Liaison (if applicable): _____

Review Question	Yes	No	N/A	Notes
Did the department administer or participate in a federally assisted project or activity during the reporting period?				
Did the department enter into or administer a federally assisted contract, engineering agreement, or consultant agreement?				
Were applicable Title VI / nondiscrimination contract provisions reviewed or incorporated?				
Were any discrimination complaints, allegations, or civil-rights concerns received?				
Were any requests for language assistance received or provided?				
Were public meetings, hearings, outreach activities, or project notices conducted?				
Was Title VI information, training, or employee-awareness material distributed or discussed?				
Were any Title VI compliance concerns or deficiencies identified?				
Does the department need assistance, updated guidance, training, or review from the Title VI Coordinator?				

Explanation / Follow-Up

Certification: To the best of my knowledge, the information above reasonably reflects Title VI-related activity within this office for the reporting period.

Signature: _____

Date: _____

Federal-Aid Contract / Compliance Review Checklist

Project / Contract: _____

INDOT / Federal Project No. (if applicable): _____

Funding Source: _____

Review Item	Complete	N/A / Notes
Federal / INDOT funding source identified.		
Highway Engineer, project engineer, and/or consultant completed preliminary federal-requirements review.		
Required Title VI bid / solicitation notification included where applicable.		
Standard Assurance Appendix A and Appendix E clauses included where applicable.		
Required flow-down provisions to subcontractors / suppliers included.		
Assurance Appendices B, C, or D considered for property-related instruments where applicable.		
County Attorney completed legal review.		
County Attorney revisions / comments resolved or otherwise addressed before final action.		
Title VI Coordinator consulted if a Title VI compliance question remained.		
Board of Commissioners approved the contract or agreement, where Board approval is required.		
Material Title VI complaint or compliance concern arose during administration.		
Corrective-action or closeout documentation completed if required.		

Standard Bid / RFP Notification

Use where required by the Standard Assurance

Harrison County, Indiana, 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.

Reviewed by: _____

Date: _____

FHWA Title VI Complaint Procedure

This procedure applies to complaints alleging discrimination on the basis of race, color, or national origin in Harrison County road and highway transportation programs or activities subject to Title VI. Other civil-rights concerns may be received by the same Coordinator but will be routed under the applicable law or procedure.

Who May File

Any person who believes they have been excluded from participation in, denied the benefits of, or otherwise subjected to discrimination because of race, color, or national origin under a Harrison County program or activity related to road or highway transportation may file an FHWA Title VI complaint. A representative may file on behalf of another person.

When and How to File

Complaints generally must be filed within 180 calendar days of the alleged discriminatory act unless the processing agency extends the filing period. Complainants are encouraged, but not required, to use the Harrison County complaint form. To begin formal federal processing, a complaint generally must be in writing and signed.

Reasonable efforts will be made to assist persons with disabilities, persons with limited English proficiency, persons with literacy barriers, and others unable to prepare a written complaint without assistance. A verbal complaint may be reduced to writing and presented to the complainant for confirmation and signature.

A complaint should include the complainant's name and contact information; the person, department, contractor, consultant, project, program, or other respondent involved; the basis of the complaint; a description of the alleged discrimination; and the date or approximate date of the alleged act. Supporting documents and witness information may be included.

File with Harrison County

Title VI Coordinator	Chad Shireman, Harrison County Administrator
Address	245 Atwood Street, Suite 211, Corydon, Indiana 47112
Telephone	(812) 738-8241
Email	cshireman@harrisoncounty.in.gov

What Happens After Harrison County Receives a Complaint

5. The Title VI Coordinator will document the date of receipt and enter the complaint in the County Title VI Complaint Log.
6. A complaint related to a Federal-aid highway program will be forwarded to INDOT within three (3) business days.
7. After referral, Harrison County will provide the complainant with available INDOT contact information and will preserve relevant records.
8. INDOT will forward the complaint through the FHWA oversight hierarchy. FHWA Headquarters Office of Civil Rights determines whether the complaint is accepted, dismissed, transferred, and whether FHWA or INDOT will conduct any investigation.
9. Harrison County will cooperate with any authorized investigation or compliance review and will take appropriate corrective action when directed or otherwise required.

Direct Filing Options

A complainant may also file directly with INDOT or FHWA. Current contact information is provided below; the complainant may use updated agency contact information if these details change.

INDOT Title VI Program	Indiana Department of Transportation, 100 N. Senate Avenue, Indianapolis, IN 46204 AccessForAll@indot.in.gov
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FHWA Indiana Division	575 N. Pennsylvania Street, Room 254, Indianapolis, IN 46204 (317) 226-7475
FHWA Headquarters - Office of Civil Rights	1200 New Jersey Avenue, SE, HCR-40, Room E81-101, Washington, DC 20590 (202) 366-0693 Fax (202) 366-1599 TTY (202) 366-5751

County Review and Related Concerns

Harrison County will not characterize its internal administrative review as a final federal Title VI determination unless investigative or decision-making authority has been specifically delegated by FHWA, INDOT, or another agency having jurisdiction. The County may separately address operational concerns, County policy violations, contractual issues, or allegations arising under other applicable civil-rights laws, provided that doing so does not interfere with the federal complaint process.

Retaliation and Records

Retaliation, intimidation, threats, or coercion against a person for filing a complaint, assisting another person, providing information, participating in an investigation, or otherwise exercising a protected right are prohibited to the extent provided by applicable law. Harrison County will retain complaint and referral records for at least three years from final action, or longer when required by law, funding requirements, litigation hold, or County retention schedules.

Harrison County Title VI / Civil Rights Complaint Intake Form

Purpose

This form is provided to assist persons who wish to submit a Title VI complaint to Harrison County. Use of the form is encouraged but is not required. Federal-aid highway Title VI complaints will be forwarded to INDOT for processing through the FHWA complaint procedure.

Complainant Name: _____

Address: _____

City / State / ZIP: _____

Telephone: _____

Email: _____

Are you filing on behalf of another person? ☐ Yes ☐ No

If yes, name of person and relationship: _____

Basis of Title VI Complaint

☐ Race ☐ Color ☐ National Origin

Other civil-rights concern that may require separate routing: ☐ Disability ☐ Sex ☐ Age ☐ Other: _____

Date(s) of alleged discrimination: _____

County department, project, contractor, consultant, person, or program involved: _____

Describe What Happened

Describe the alleged conduct and explain why you believe it was discriminatory. Include dates, locations, and other facts. Attach additional pages or documents if necessary.

Witnesses / Other Persons with Relevant Information

Have you filed this matter with another federal, state, or local agency? ☐ Yes ☐ No

If yes, identify the agency: _____

Signature: _____

Date: _____

Important notice

Complaints concerning a Federal-aid highway program generally must be filed within 180 days of the alleged discrimination. Harrison County will make reasonable efforts to provide language assistance or an accessible format for a person who needs assistance filing a complaint. Acceptance of this form does not constitute a finding that discrimination occurred.

Title VI Complaint Log

Harrison County will maintain this log regardless of whether Title VI complaints are received. Entries involving Federal-aid highway Title VI complaints should reflect the date sent to INDOT and the agency to which the matter was referred.

Case No.	Date Received	Complainant	Program / Entity	Basis	Date Sent	Agency Referred To	Status / Disposition

Reporting Period: _____

Number of Title VI complaints received during reporting period: _____

Title VI Notice to the Public

TITLE VI NOTICE TO THE PUBLIC

Harrison County, Indiana complies with Title VI of the Civil Rights Act of 1964. No person shall, on the grounds of race, color, or national origin, be excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under a program or activity receiving federal financial assistance.

Any person who believes they have been subjected to prohibited discrimination under a Harrison County road or highway transportation program or activity may contact the Harrison County Title VI Coordinator:

Title VI Coordinator	Chad Shireman, Harrison County Administrator
Address	245 Atwood Street, Suite 211, Corydon, Indiana 47112
Telephone	(812) 738-8241
Email	cshireman@harrisoncounty.in.gov

Complaints concerning Federal-aid highway programs generally must be filed within 180 calendar days of the alleged discriminatory act. A Title VI complaint may also be filed directly with INDOT or FHWA as described in Harrison County's complaint procedure.

Harrison County will make reasonable efforts to provide this information and complaint assistance in an accessible format or through language assistance upon request.

Additional information, the current Title VI Implementation Plan, and complaint materials are available at:

[Harrison County Title VI Information](#)

Voluntary Title VI Public Involvement Survey

Voluntary survey

Harrison County periodically collects voluntary demographic information to assist in evaluating public participation, program access, language needs, and compliance with applicable nondiscrimination requirements. Completion of this survey is voluntary. You may decline to answer any question. The survey is intended for aggregate program review and should not request a participant's name unless a separate project need requires it.

Project / Meeting: _____

Date: _____

ZIP Code: _____

Race (select one or more, or decline to answer)

- ☐ American Indian or Alaska Native
☐ Asian
☐ Black or African American
☐ Native Hawaiian or Other Pacific Islander
☐ White
☐ Some other race
☐ Prefer not to answer

Ethnicity

- ☐ Hispanic or Latino ☐ Not Hispanic or Latino ☐ Prefer not to answer

Primary language spoken at home: _____

Do you speak English less than "very well"? ☐ Yes ☐ No ☐ Prefer not to answer

Age Range

- ☐ Under 18 ☐ 18-34 ☐ 35-54 ☐ 55-64 ☐ 65 or older ☐ Prefer not to answer
 Do you identify as a person with a disability? ☐ Yes ☐ No ☐ Prefer not to answer

Approximate Household Income

- ☐ Under \$25,000 ☐ \$25,000-\$49,999 ☐ \$50,000-\$74,999 ☐ \$75,000-\$99,999
☐ \$100,000 or more ☐ Prefer not to answer

Did you require language or disability-related assistance to participate? ☐ Yes ☐ No

If yes, please describe the assistance needed or provided:

Questions about this survey or Harrison County's Title VI responsibilities may be directed to the Title VI / ADA Coordinator, Harrison County Administrator, 245 Atwood Street, Suite 211, Corydon, Indiana 47112, (812) 738-8241, cshireman@harrisoncounty.in.gov.

Language Assistance Request / Service Record

Purpose

This form may be used by County personnel to document a request for language assistance and the service arranged or provided. A requester is not required to complete or sign this form as a condition of receiving assistance.

Name (if provided): _____

Contact Information (if provided): _____

County Department / Program: _____

Date Request Received: _____

Date / Time Assistance Needed: _____

Assistance Requested

☐ Oral interpretation

☐ Written translation

☐ Assistance identifying the language

☐ Other: _____

Language Requested: _____

Document / Service / Meeting Involved: _____

Service Arranged / Provided

Type of Assistance Provided: _____

Interpreter / Provider / Resource Used (if applicable): _____

Date Assistance Provided: _____

Cost (if tracked): _____

Staff Member Completing Record: _____

Notes

No charge when required

When language assistance is necessary to provide effective access under applicable nondiscrimination requirements, the service will be provided without charge to the individual.

Title VI Training / Employee Awareness Record

Date: _____

Department(s) / Office(s): _____

Presenter / Source: _____

Method

- ☐ Formal training
- ☐ Department meeting / briefing
- ☐ Written or electronic guidance distributed
- ☐ New-employee orientation / onboarding
- ☐ Policy acknowledgment
- ☐ INDOT / FHWA webinar, workshop, or training
- ☐ Other: _____

Topics Covered

- ☐ Title VI / Nondiscrimination Policy
- ☐ Complaint intake and referral
- ☐ Language assistance
- ☐ Public involvement / outreach
- ☐ Federal-aid contract requirements
- ☐ ADA / Section 504 coordination
- ☐ Recordkeeping / annual reporting
- ☐ Updated federal or INDOT requirements
- ☐ Other: _____

Employees / Participants: _____

Supporting material retained? ☐ Yes ☐ No

Optional Employee Acknowledgment

I acknowledge that I received or reviewed the Title VI / nondiscrimination information identified above and understand that questions or complaints may be directed to my department head, elected official, liaison, or the Harrison County Title VI Coordinator.

Employee Name: _____

Employee Signature: _____

Date: _____

FY2026 Accomplishments / FY2027 Goals

Annual reporting

This attachment is intended to support Harrison County's annual Title VI Goals & Accomplishments reporting. INDOT currently requires the Goals & Accomplishments Report on or before November 1. If INDOT prescribes a separate form, the County will transfer or supplement this information as required.

FY2026 Accomplishments

- Maintained a designated Harrison County Title VI Coordinator responsible for administration of the County's Title VI Program.
- Maintained the County's Title VI Implementation Plan and related Title VI information on the Harrison County public website.
- Maintained Title VI complaint information and public access to complaint procedures.
- Maintained a Title VI complaint record; no new Title VI discrimination complaints were received during the reporting period.
- Reviewed the existing Title VI Plan against current INDOT requirements and identified organizational, procedural, demographic, complaint-processing, and legal updates needed for FY2027.
- Prepared a comprehensive FY2027 replacement Title VI Implementation Plan and supporting administrative forms for Board of Commissioners adoption.

Formal Countywide employee Title VI training was not completed during FY2026 and is not reported as an accomplishment. Employee awareness and training implementation is included as an FY2027 goal.

FY2027 Goals

Goal	Action	Target
Board adoption	Obtain Board of Commissioners adoption of the FY2027 Title VI Implementation Plan and applicable Assurances.	September 21, 2026
INDOT submission	Complete required signatures and submit a compliant FY2027 Implementation Plan to INDOT.	On or before October 1, 2026
Website update	Replace the prior Plan with the fully executed FY2027 Plan and update the public webpage date / description.	Promptly after adoption
Complaint administration	Maintain the complaint log and implement the three-business-day Federal-aid Title VI referral procedure.	Ongoing / upon adoption
Liaison structure	Maintain the role-based department / elected-official liaison system and current administrative contacts.	Ongoing
Internal reviews	Begin use of the simplified Department / Liaison Review Form and conduct risk-based program reviews.	During FY2027
Employee awareness	Provide updated Title VI information to department heads / elected officials and make appropriate employee awareness or training available.	During FY2027
New-hire information	Incorporate Title VI information into new-employee onboarding or orientation as reasonably practicable.	Ongoing
Coordinator training	Maintain Coordinator continuing education consistent with current INDOT requirements.	As required; at least every two years
Federal-aid contracts	Review applicable federally assisted transportation contracts through established engineering, consultant, legal, administrative, and Commissioners' processes.	Ongoing
Language assistance	Maintain language-assistance procedures and record significant requests to support future planning.	Ongoing
Corrective action	Document and monitor material Title VI deficiencies and corrective action when identified.	As necessary
Demographic review	Review available demographic and language information for material changes affecting the Program.	At least annually
Goals & Accomplishments	Prepare and submit the annual Title VI Goals & Accomplishments Report.	On or before November 1, 2026; annually thereafter
FY2028 plan	Review and prepare the next annual Title VI Implementation Plan.	Before next annual submission

Annual Status Update

At the end of the reporting period, the Title VI Coordinator may use the space below or a current INDOT form to document completion status, material results, and any goal carried forward to the next year.
