

## Program Assessment Tool

1. What division are you answering for? _____
2. Division contact: Name: _____ Email Address: _____

A. General:	R	Y	G	Comments
<p>3. Has the STA submitted signed Title VI nondiscrimination <b>assurances</b> to the Division which certifies that discrimination based on race, color, national origin, sex, age or disability/handicap are prohibited in Federally-funded programs? (23 CFR 200.9(a)(1) &amp; (2); (23 CFR 200.5(p)).</p> <p style="color: red;">Has the STA submitted a signed assurance within last 5 years or longer?</p>				
<p>4. Does the STA have a <b>Civil Rights unit</b>, e.g., an office, section or department? (23 CFR 200.9(b)(1)).</p> <p style="color: red;">Are the functions of your Civil Rights Unit implementation fragmented or centralized?</p>				
<p>5. Is the Civil Rights unit <b>adequately staffed</b> to effectively implement the State's Civil Rights requirements? (23 CFR 200.9(b)(2))</p> <p style="color: red;">Do you define "adequate" relative to the size of your program and your responsibilities? That is to say, according to the number of complaints received, investigated and addressed; the pre and post award reviews, audits and on-sites conducted, etc.</p> <p style="color: red;">Are the experience, expertise, competence and knowledge of the unit staff also considered in determining adequacy? That is, can the staff concretely demonstrate effective and or efficient implementation of the State's Civil Rights requirements versus simply knowing what is expected of them to meet their responsibilities?</p>				
<p>6. Has your STA included in its directives, <b>specific discriminatory practices that are prohibited</b>? (49 CFR 21.5(b)).</p> <p style="color: red;">Do your STA's directives prohibit practices such as, but not limited to: segregation or separate treatment in any part of the program; different standards or requirements for participation; discrimination in any employment resulting from a program?</p>				
B. Implementation:	R	Y	G	Comments
<p>1. Does the STA have a <b>Title VI Coordinator</b>? (23 CFR 200.9(b)(1)).</p> <p style="color: red;">Is the Title VI Coordinator the head of the Civil Rights unit/office?</p>				
<p>2. Does the Coordinator have <b>easy access to the Head of the STA</b>? (23 CFR 200.9 (b)(1)).</p> <p style="color: red;">Must the Coordinator obtain permission from his/her supervisor or someone else before talking with the Head of the STA?</p>				
<p>3. Has the STA designated a <b>Title VI Specialist with the responsibility to monitor Title VI activities</b> and prepare required reports? (23 CFR 200.9(b)(1)).</p> <p style="color: red;">Is the Title VI Specialist responsible for the day to day administration of the Title VI program? (23 CFR Part 230.121)</p>				

B. Implementation:	R	Y	G	Comments
<p>4. Has the STA provided or coordinated <b>Title VI training</b>? (23 CFR 200.9(b)(9))  <i>Has training been provided within 1-3 years?</i>  <i>Who were the attendees in terms of number, disciplines, recipients and stakeholders?</i></p>				
<p>5. Has the Title VI Specialist submitted a <b>Title VI Implementation Plan</b> to the Division Office for approval? (23 CFR 200.9(b)(11)).  <i>Is the implementation plan signed, widely distributed and contains methods of administration?</i></p>				
<p>6. Has the STA <b>developed Title VI information for dissemination to the general public</b> and, where appropriate, in languages other than English? (23 CFR 200.9(a)(b)(12)).  <i>Is the information timely, relevant and easy-to-understand format?</i>  <i>Does the STA have a demographic profile of the affected areas?</i>  <i>Are the means of information dissemination diversified? Examples of dissemination vehicles: TV, radio, newspapers, town meetings, flyers, brochures, placement in public areas, etc</i></p>				
<p>7. Has the Title VI Specialist prepared an <b>annual accomplishment report</b> for the past year, and <b>goals for the next year</b>? (23 CFR 200.9(b)(10)) (<i>Note: There is no need for a separate update if the accomplishment report contains one.</i>)</p>				
<p>8. As a Federal recipient through continuing State programs, has the STA established a Title VI <b>compliance program for itself and its subrecipients</b>? (23 CFR 200.9(b)(5)(6), &amp;(7)).</p>				

C. Procedures:	R	Y	G	Comments
<p>1. Has the STA developed <b>procedures for processing and resolving Title VI complaints</b> received directly by the STA? (23 CFR 200.9(b)(3))</p>				
<p>2. Are the complaints and copies of the <b>reports of investigation forwarded to the Division Office within 60 days</b> of the date the complaint was received by the STA? (23 CFR 200.9(b)(3))</p>				
<p>3. Does the STA have <b>personnel trained in complaint investigations</b>? (23 CFR 200.9(b)(3)).  <i>Where and how was training obtained? Through FHWA training sessions, programs offered by the Graduate School in the U.S. Department of Agriculture, consultants in the areas of complaints and investigations, or other certified trainers?</i></p>				
<p>4. Does the STA have a <b>Title VI log</b> that identifies each Complainant by race, color, sex, or national origin, (23 CFR 200.9(b)(3)), age or disability (23 CFR 200.5)(p)(6)); by recipient; nature of complaint; date the complaint was filed and the investigation completed; disposition; and other pertinent information? (23 CFR 200.9(b)(3)).</p>				
<p>5. Does the STA have <b>procedures to collect and analyze statistical data</b> (e.g., race, color, sex, national origin) of participants and beneficiaries of the STA programs (i.e., relocatees, impacted citizens, and affected communities)? (23 CFR 200.9(b)(4)).</p>				
<p>6. Has the STA established <b>procedures to identify and eliminate discrimination when found</b>? (23 CFR 200.9(b)(14)).</p>				
<p>7. Has the STA established <b>procedures for promptly resolving deficiencies and reducing to writing the remedial action</b> agreed to be necessary, within 90 days? (23 CFR 200.9(b)(15)).</p>				

## INDOT'S TITLE VI NON-DISCRIMINATION NOTICE & POLICY

INDOT values each individual's civil rights and intends to provide equal opportunity and equitable service for the citizens of this state. As a recipient of federal funds, INDOT conforms to Title VI and all related statutes, regulations, and directives, which provide that no person shall be excluded from participation in, denied benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance from INDOT on the grounds of race, color, age, sex, sexual orientation, gender identity, disability, national origin, religion, income status or limited English proficiency. INDOT further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, regardless of whether those programs and activities are federally funded.

It is the policy of INDOT to comply with Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e; Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107; Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, 42 U.S.C. §§ 4601-4655; 1973 Federal Aid Highway Act, 23 U.S.C. § 324; Title IX of the Education Amendments of 1972, Pub. L. No. 92-318, 86 Stat. 235; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §§ 701 *et seq.*; Civil Rights Restoration Act of 1987, Pub. L. No. 100-259, 102 Stat. 28; Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101 *et seq.*; Title VIII of the Civil Rights Act 1968, 42 U.S.C. §§ 3601-3631; Exec. Order No. 12898, 59 Fed. Reg. 7629 (1994) (Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations); and Exec. Order No. 13166, 65 Fed. Reg. 50121 (2000) (Improving Access to Services for Persons with Limited English Proficiency).

The Civil Rights Restoration Act of 1987, Pub. L. No. 100-259, 102 Stat. 28, broadened the scope of Title VI coverage by expanding the definition of terms "programs or activities" to include all programs or activities (including those programs or activities for which no federal funds are used) of those receiving Federal funds, including subrecipients who receive federal funds directly and indirectly through INDOT.

Pursuant to the requirements of Section 504 of the Rehabilitation Act of 1973, Pub. L. No. 93-112, 87 Stat. 355, INDOT hereby gives assurance that no qualified disabled person shall, solely by reason of disability, be excluded from participation in, be denied the benefits of or otherwise be subjected to discrimination, including discrimination in employment, under any program or activity that receives or benefits from this federal financial assistance.

INDOT also assures that every effort will be made to prevent discrimination through the impacts of its programs, policies and activities on minority and low-income populations in compliance with the requirements of Environmental Justice (EJ) regulations. In addition, INDOT will take reasonable steps to provide meaningful access to services for persons with limited English proficiency (LEP). INDOT

will, where necessary and appropriate, revise, update and incorporate nondiscrimination requirements into appropriate manuals, directives and regulations.

Whenever INDOT distributes federal-aid funds to a second-tier subrecipient, INDOT will include Title VI language in all written agreements.

The following individual has been identified as INDOT's Title VI and ADA Coordinator and is delegated the authority necessary to maintain responsibility for initiating and monitoring Title VI activities, preparing reports and performing other responsibilities, as required by 23 C.F.R. § 200 and 49 C.F.R. § 21 and is specifically designated as INDOT's responsible individual to coordinate, maintain, and report INDOT's Title VI compliance efforts to the Federal Highway Administration (FHWA) as well as to coordinate compliance efforts with other Federal Agencies as required.

Erin L. Hall, J.D.  
INDOT Title VI / ADA Program Manager  
IGCN Room 750  
100 N. Senate Ave,  
Indianapolis, IN 46204  
(317) 234-6142  
Ehall2@Indot.IN.gog

INDOT affirms its commitment to nondiscrimination annually by publishing its Annual Title VI Implementation Plan and reaffirming its Assurances of Nondiscrimination, incorporated herein (see next page).

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Brandye L. Hendrickson, INDOT Commissioner

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Date

# Federal Highway Administration

1200 New Jersey Avenue, SE

Washington, DC 20590

202-366-4000

## Civil Rights

## Civil Rights

### Title VI Program Implementation Plan Checklist

	Yes	No	Comments
1. POLICY STATEMENT: Does the Plan have a Title VI Program Policy Statement signed by the CEO?			
2. STANDARD DOT ASSURANCES: Does the Plan include a signed copy of the DOT Standard Title VI Assurances with Appendices "A," "B," "C," "D," and "E"?			
3. ORGANIZATION & STAFFING: Does the Plan identify the Title VI Coordinator who has easy access to the head of the agency? Is there an organizational chart that identifies a Civil Rights Unit, and its placement in the agency?			
4. PROGRAM REVIEW PROCEDURES: Does the Plan describe the nature of the recipient's program areas and include procedures for conducting reviews of pertinent program areas?			
5. SPECIAL EMPHASIS PROGRAM AREAS: Does the Plan describe the process the STA uses to identify their special emphasis program areas and how they address identified trends or patterns of discrimination in those areas?			

<p>6. SUB-RECIPIENT REVIEW PROCEDURES: Does the Plan describe the process for conducting reviews of sub recipients, (cities, counties, universities/colleges, etc.)?</p>			
<p>7. DATA COLLECTION/REPORTING/ANALYSIS: Does the Plan contain a process for collecting and reporting Title VI data (race, color, national origin, sex, age, disability...)?</p>			
<p>8. TITLE VI TRAINING: Does the Plan address Title VI training of staff members and sub recipients?</p>			
<p>9. COMPLAINT PROCEDURES: Does the Plan contain complaint procedures which describe a prompt process for investigations and disposition of Title VI complaints?</p>			
<p>10. DISSEMINATION OF TITLE VI INFORMATION: Does the Plan contain community outreach and public education procedures (making the public aware of their rights under Title VI program authorities)?</p>			
<p>11. LIMITED ENGLISH PROFICIENCY (LEP): Does the Plan communicate how the STA implements the Title VI Program requirements of Limited English Proficiency (LEP)?</p>			
<p>12. ENVIRONMENTAL JUSTICE (EJ): Does the Plan communicate how the STA implements the Title VI Program requirements of Environmental Justice to include a public participation plan and outreach plan?</p>			
<p>13. REVIEW OF STA DIRECTIVES: Does the Plan describe how the STA reviews directives to determine if there are Title VI implications, and interpret how directives impact Title VI program areas?</p>			
<p>14. COMPLIANCE AND ENFORCEMENT PROCEDURES: Does the Plan outline Title VI Program compliance and enforcement procedures to eliminate and address discrimination, resolve deficiencies, etc. when noncompliance occurs?</p>			



## TITLE VI ASSURANCES

### INDIANA DEPARTMENT OF TRANSPORTATION TITLE VI ASSURANCES

The Indiana Department of Transportation (INDOT) (hereinafter referred to as the "Recipient") HEREBY AGREES THAT as a condition to receiving any Federal financial assistance from the Department of Transportation and the Federal Highway Administration, it will comply with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d-42 U.S.C. 2000d-4 (hereinafter referred to as the Act), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations (CFR), Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-Assisted Programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures (hereinafter referred to as the Regulations) and other pertinent nondiscrimination authorities and directives, to the end that in accordance with the Act, Regulations, and other pertinent nondiscrimination authorities and directives, no person in the United States shall, on the grounds of religion, race color, or national origin, sex (23 USC 324), sexual orientation, gender identity (Executive Order 13672), age (42 USC 6101), disability/handicap (29 USC 790) and low income (Executive Order 12898) 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 the Department of Transportation, including the Federal Highway Administration, and HEREBY GIVES ASSURANCE THAT it will promptly take any measures necessary to effectuate this agreement. This assurance is required by Title 49 Code of Federal Regulations, subsection 21.7(a)(1) and Title 23 Code of Federal Regulations, section 200.9(a) (1) of the Regulations, copies of which are attached.

More specifically and without limiting the above general assurance, the Recipient hereby gives the following specific assurances with respect to its Federal Aid Highway Program.

1. That the Recipient agrees that each "program" and each "facility as defined in 49 CFR subsections 21.23(e) and (b) and 23 CFR 200.5(k) and (g) of the Regulations, will be (with regard to a "program") conducted, or will be (with regard to a "facility") operated in compliance with all requirements imposed by, or pursuant to, the Regulations.
2. That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations and made in connection with all Federal-Aid Highway Programs and, in adapted form in all proposals for negotiated agreements:



The Indiana Department of Transportation (INDOT), in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office the Secretary, Part 21, Nondiscrimination in Federally assisted programs of the Department of Transportation and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes, issued pursuant to such Acts, hereby notifies all bidders that it will affirmatively insure that in any contact entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income in consideration for an award.

3. That the Recipient shall insert the clauses of Appendix A of this assurance in every contract subject to the Acts and the Regulations.
4. That the Recipient shall insert the clauses of Appendix B of this assurance, 'as a covenant running with the land, in any deed from the United States effecting a transfer of real property, structures, or improvements thereon, or interest therein.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the assurance shall extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the assurance shall extend to rights to space on, over or under such property.
7. That the Recipient shall include the appropriate clauses set forth in Appendix C of this assurance, as a covenant running with the land, in any future deeds, leases, permits, licenses, and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under the Federal-Aid Highway Program; and (b) for the construction or use of or access to space on, over or under real property acquired, or improved under the Federal-Aid Highway Program.
8. That this assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property or interest therein or structures or improvements thereon, in which case the assurance obligates the Recipient or any transferee for the longer of the following periods: (a) the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or (b) the period during which the Recipient retains ownership or possession of the property.

9. The Recipient shall provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he delegates specific authority to give reasonable guarantee that it, other recipients, subgrantees, contractors, subcontractors, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Act, 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 Act, the Regulations, and this assurance.

THIS ASSURANCE is given in consideration of and for the purpose of obtaining any and all Federal grants, loans, contracts, property, discounts or other Federal financial assistance extended after the date hereof to the Recipient Department of Transportation under the Federal-Aid Highway Program and is binding on it, other recipients, subgrantees, contractors, subcontractors, transferees, successors in interest and other participants in the Federal-Aid Highway Program. The person or persons whose signatures appear below are authorized to sign this assurance on behalf of the Recipient

\_\_\_\_\_  
Brandye L. Hendrickson,  
INDOT Commissioner

\_\_\_\_\_  
Date

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APPENDIX A

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

- (1) **Compliance with Regulations:** The contractor shall comply with the Regulation relative to nondiscrimination in Federally-assisted programs of the Department of Transportation (hereinafter, "DOT") Title 49, Code of Federal Regulations, Part 21, and the Federal Highway Administration (hereinafter "FHWA") Title 23, Code of Federal Regulations, Part 200 as they may be amended from time to time, (hereinafter referred to as the Regulations), 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, shall not discriminate on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor shall not participate either directly or indirectly in the discrimination prohibited by 49 CFR, section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.
  
- (3) **Solicitations for Subcontractors, 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 shall be notified by the contractor of the contractor's obligations under this contract and the Regulations relative to nondiscrimination on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income.
  
- (4) **Information and Reports:** The contractor shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Indiana Department of Transportation (INDOT) or the FHWA to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish this information the contractor shall so certify to INDOT or the FHWA as appropriate, and shall set forth what efforts it has made to obtain the information.

(5) **Sanctions for Noncompliance:** In the event of the contractor's noncompliance with the nondiscrimination provisions of this contract, INDOT shall impose such contract sanctions as it or the FHWA may determine to be appropriate, including, but not limited to:

- (a.) withholding of payments to the contractor under the contract until the contractor complies, and/or
- (b.) cancellation, termination or suspension of the contract, in whole or in part.

(6) **Incorporation of Provisions:** The contractor shall include the provisions of paragraphs (1) through (6) in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

The contractor shall take such action with respect to any subcontract or procurement as INDOT or the FHWA may direct as a means of enforcing such provisions including sanctions for non-compliance: Provided, however, that, in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or supplier as a result of such direction, the contractor may request the Indiana Department of Transportation to enter into such litigation to protect the interests of the Indiana Department of Transportation and, in addition, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

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APPENDIX B

A. The following clauses shall be included in any and all deeds effecting or recording the transfer of real property, structures or improvements thereon, or interest therein from the United States.

**(GRANTING CLAUSE)**

NOW, THEREFORE, the Department of Transportation, as authorized by law, and upon the condition that the Indiana Department of Transportation will accept title to the lands and maintain the project constructed thereon, in accordance with Title 23, United States Code of Federal Regulations, the Regulations for the Administration of Federal-Aid Highway Programs and the policies and procedures prescribed by FHWA, also in accordance with and in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes (hereinafter referred to as the Regulations) pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the *Indiana Department of Transportation* all the right, title and interest of the 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 the Indiana Department of Transportation 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 shall be binding on the Indiana Department of Transportation its successors and assigns.

The Indiana Department of Transportation, 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 shall on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on over or under such lands hereby conveyed [,] [and]\* (2) that the Indiana Department of Transportation shall use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of -the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended [,] and (3) that in the event of breach of any of the above-mentioned nondiscrimination conditions, the Department shall have a right to re-enter said lands and facilities on said land, and the above described land and facilities shall thereon revert to and vest in and become the absolute property of the Department of Transportation and its assigns as such interest existed prior to this instruction.\*

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APPENDIX C

The following clauses shall be included in all deeds, licenses, leases, permits, or similar instruments entered into by the Indiana Department of Transportation (INDOT) pursuant to the provisions of Assurance 7(a).

The (grantee, licensee, lessee, permittee, etc., as appropriate) for himself, his 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 in the event facilities are constructed, maintained, or otherwise operated on the said property described in this (deed, license, lease, permit, etc.) for a purpose for which a Department of Transportation program or activity is extended or for another purpose involving the provision of similar services or benefits, the (grantee,

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\* Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

licensee, lessee, permittee, etc.) shall maintain and operate such facilities and services in compliance with all other requirements imposed pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended.

[Include in licenses, leases, permits, etc.]\*

That in the event of breach of any of the above nondiscrimination covenants, INDOT shall have the right to terminate the [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon, and hold the same as if said [licenses, lease, permit, etc.] had never been made or issued.

[Include in deed.]\*

That in the event of breach of any of the above nondiscrimination covenants, Indiana Department of Transportation shall have the right to re-enter said lands and facilities thereon, and the above described lands and facilities shall thereupon revert to and vest in and become the absolute property of INDOT and its assigns.

The following shall be included in all deeds, licenses, leases, permits, or similar agreements entered into by INDOT pursuant to the provisions of Assurance 7(b).

The (grantee, licensee, lessee, permittee, etc., as appropriate) for himself, his 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 religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income shall be excluded from participation in, denied the benefits of, or he otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over or under such land and the furnishing of services thereon, no person on the ground of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income, shall be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) shall use the premises in compliance with all other requirements imposed by or pursuant to Title 49, Code of

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\* Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

Federal Regulations. Department of Transportation, Subtitle A, Office of the Secretary. Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964), Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended.

[Include in licenses, leases, permits, etc.]\*

That in the event of breach of any of the above nondiscrimination covenants, INDOT shall have the right to terminate the [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon, and hold the same as if said [license, lease, permit, etc.] had never been made or issued.

[Include in deeds]\*

That in the event of breach of any of the above nondiscrimination covenants, INDOT shall have the right to re-enter said land and facilities thereon, and the above described lands and facilities shall thereupon revert to and vest in and become the absolute property of INDOT and its assigns.

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\* Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

LEP "I SPEAK CARDS"

The following is a helpful resource to determine what languages are being encountered during face-to-face contacts with your community. It is taken from <http://www.lep.gov/ISpeakCards2004.pdf>.

2004 Census Test	Census 2010 LANGUAGE IDENTIFICATION FLASHCARD
<input type="checkbox"/> ضع علامة في هذا المربع إذا كنت تقرأ أو تتحدث العربية.	1. Arabic
<input type="checkbox"/> Գրեք այս քաղաքի անունը լատինական այբուբենով կամ հայերենով:	2. Armenian
<input type="checkbox"/> বাংলা ভাষায় লিখুন বাংলাদেশের নাম।	3. Bengali
<input type="checkbox"/> ប្រើអក្សរឡាតាំងសរសេរឈ្មោះរដ្ឋនេះ។	4. Cambodian
<input type="checkbox"/> Måkkela a kaisáson ya gasegisa áantángnaa' maasáais paat áantángnaa' kaisásonnaas Chamorro.	5. Chamorro
<input type="checkbox"/> 如果您能說中文或華文，請在此處寫下。	6. Simplified Chinese
<input type="checkbox"/> 如果您能說中文或華文，請在此處寫下。	7. Traditional Chinese
<input type="checkbox"/> Označite ovaj kvadratić ako čitate ili govornite hrvatski jezik.	8. Croatian
<input type="checkbox"/> Zaznačte tuto kolonku, pokud čtete a hovoříte česky.	9. Czech
<input type="checkbox"/> Kruis dit vakje aan als u Nederlands kunt lezen of spreken.	10. Dutch
<input type="checkbox"/> Mark this box if you read or speak English.	11. English
<input type="checkbox"/> اگر خواندن و نوشتن فارسی بلد هستید، این مربع را علامت بزنید.	12. Farsi

08-3008

U.S. DEPARTMENT OF COMMERCE  
Economics and Statistics Administration  
U.S. CENSUS BUREAU





- Assumele este quadrado se voce lê ou fala português.
- Inseamna aceasta casuta daca stiți sau vorbiti românește.
- Прочитайте этот квадратик, если вы читаете или говорите по-русски.
- Ode te vije ovaj kvadratik ukoliko znate ili govorite srpski jezik.
- Označte tento štvorcík, ak viete čítať alebo hovoriť po slovensky.
- Marque esta casilla si lee o habla español.
- Markahan itong kwadrado kung kayang ay nararating maghasa o magwika ng Tagalog.
- ทำเครื่องหมายในช่องนี้ถ้าคุณอ่านหรือพูดภาษาไทย
- Māhaka 'i he puha ki tāpahi 'oku ke kōwhiri i te haka māhaka.
- Відзначте цей квадратик, якщо ви читаете або говорите українською мовою.
- اگر آپ اردو پڑھتے یا بولتے ہیں تو اس خانے میں نشان لگائیں۔
- Xin đánh dấu vào ô này nếu quý vị biết đọc và nói được Việt Ngữ.
- 

26. Portuguese

27. Romanian

28. Russian

29. Serbian

30. Slovak

31. Spanish

32. Tagalog

33. Thai

34. Tongan

35. Ukrainian

36. Urdu

37. Vietnamese

38. Yiddish

