

Cherokee County Commission

Title VI Program

May 26, 2015

260 Cedar Bluff Road Suite 103
Centre, AL 35960
256-927-3668
www.cherokeecounty.al.gov

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I. Policy Statement

The Cherokee County Commission ensures compliance with Title VI of the Civil Rights Act of 1964, 49 CFR, Part 21, and related statutes and regulations to the end that “no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance” (42 U.S.C. Section 2000d) including the denial of meaning access for Limited English Proficient (LEP) persons.

The purpose of this plan is to assist the Cherokee County Commission in its administration and management of Title VI related activities. The Cherokee County Commission’s Title VI Coordinator is Tim Burgess, County Administrator, he can be contacted at 256-927-3668 and/or tburgess@cherokeecounty-al.gov

II. Notice to the Public

The Cherokee County Commission has developed a Title VI Notice to provide information to the public regarding the Cherokee County Commission’s Title VI obligations and to inform the public of the protections against discrimination afforded to them by Title VI. The notice also includes contact information to file a discrimination complaint with the Cherokee County Commission as well as information to file a complaint directly with the Federal Transit Administration (FTA).

The Cherokee County Commission has posted the Title VI Notice on the agency’s website and in public areas of the agency’s office(s) including the receptionist area and meeting rooms. The notice is also posted in all transit vehicles and at all transit stations and/or stops. This notice will be translated into languages other than English as needed. A copy of the notice is included as Appendix A.

III. Complaint Procedures and Form

A Title VI complaint may be filed by any individual or individuals who allege that he or she has been subjected to discrimination or adverse impact under any FTA funded program or activity based on race, color, or national origin. The Cherokee County Commission has adopted Title VI complaint procedures for investigating and tracking complaints. A formal, signed, written Title VI complaint form must be filed within 180 days of the date of the alleged act of discrimination. A copy of the complaint form is included in Appendix B. The complaint procedures and complaint form are also posted on the Cherokee County Commission’s website*. Completed forms should be submitted to:

Mr. Tim Burgess
County Administrator
Cherokee County Commission
260 Cedar Bluff Road Ste. 103
Centre, AL 35960

256-927-3668

256-927-3669

tburgess@cherokeecounty-al.gov

Alabama Relay: 711 or 1-800-548-2547

Spanish to Spanish: 1-800-548-8317; Spanish to English: 1-800-548-8317

Voice to CapTel: 1-877-243-2823; Tele Braille to Voice: 711 or 1-800-877-8973

TTY to Voice: 711 or 1-800-548-2546

Once the complaint is received, the Cherokee County Commission will review it to determine who has jurisdiction. The complainant will receive an acknowledgement letter informing her/him whether the complaint will be investigated by the Cherokee County Commission's office. The Cherokee County Commission will only process complaint forms that are complete.

In a situation where the complainant is unable or incapable of providing a written complaint, a verbal complaint of discrimination may be made to the Cherokee County Commission. Under these circumstances, the complainant will be interviewed and the Cherokee County Commission will assist the complainant in converting the verbal allegations to a formal written complaint.

The Cherokee County Commission has 15 business days to investigate the complaint. If more information is needed to resolve the case, the Cherokee County Commission may contact the complainant. The complainant has 15 business days from the date of this letter to send requested information to the investigator assigned to the case. If the investigator is not contacted by the complainant or does not receive the additional information within 15 business days, the Cherokee County Commission can administratively close the case. A case can also be administratively closed if the complainant no longer wishes to pursue the case.

After the investigator reviews the complaint, she/he will issue one of two letters to the complainant: a closure letter or a letter of finding (LOF). A closure letter summarizes the allegations and states that there was not a Title VI violation and that the case will be closed. An LOF summarizes the allegations and the interviews regarding the alleged incident and explains whether any disciplinary action, additional training of the accused staff member, or other action will occur. If the complainant wishes to appeal the decision, she/he has 15 days after the date of the closure letter or the LOF to do so.

If the complainant is not satisfied with actions taken locally or if they demand further action, the complaint will be referred to Mr. Joe Nix, Alabama Department of Transportation, Modal Programs Bureau, 1100 John Overton Drive, Montgomery, Alabama 36110.

A person may also file a complaint directly with the Federal Transit Administration at FTA Office of Civil Rights, 1200 New Jersey Avenue SE, Washington, DC 20590.

*If information is needed in another language, complainant can contact 256-927-3668.

*If provider meets the safe harbor threshold: At a minimum, the statement "If information is needed in another language, then contact 256-927-3668" should be stated in English and in any other language(s)

spoken by LEP populations that meet the Safe Harbor threshold. The Cherokee County Commission does not meet the threshold.

IV. Transit-Related Investigations, Complaints, and Lawsuits

The Cherokee County Commission shall maintain a log of Title VI complaints received. The log shall include the date the complaint was filed, a summary of the allegations, the status of the complaint, and actions taken in response to the complaint. Any transit related Title VI active investigations and lawsuits shall also be included in this log. This log shall be included in the Title VI Program that is submitted to ALDOT every three years.

Since the submission of the last Title VI Program to ALDOT, there have been no Title VI transit-related investigations, complaints, or lawsuits received by the Cherokee County Commission. A copy of the Title VI Transit Investigations, Complaints, and Lawsuits Form that will be used if a complaint or lawsuit is filed can be found in Appendix C.

V. Public Participation Plan

The Cherokee County Commission is committed to providing early and continuous opportunities for public participation in the transportation decision making process. These opportunities are open to everyone including minority, low-income, and the Limited English Proficiency (LEP) populations. The Public Participation Plan provides for an open exchange of information and ideas between the public and transportation decision makers. The Cherokee County Commission's public participation program is ongoing and reviewed regularly in order to identify, meet, and serve the community's needs.

In an effort to more fully integrate the opinions of minority, low-income, and LEP populations into community outreach activities, the Cherokee County Commission's public participation program will:

- Continue to coordinate with community-based organizations to identify and implement strategies to reach out to members in the affected minority, low-income, and LEP communities.
- Reduce barriers to public participation from these segments of the population.
- Place public notices in the receptionist areas of the Senior Center, and on transit vehicles.
- Utilize the media (newspaper, radio, television, etc.) to notify the minority, low-income, and LEP populations of public involvement efforts.
- Provide opportunities for public participation through means other than written communication, such as personal interviews or the use of recording devices to capture oral comments.
- Hold public meetings in locations, facilities, and at meeting times that are convenient and accessible to the minority, low-income, and LEP populations.

- Ensure that the decision making process adequately considers the issues and concerns raised by minority, low-income, and LEP populations.
- Develop Title VI brochures in English and other languages as needed.
- Make public information available in electronically accessible formats.
- Develop signs, fliers, or other materials to mail or distribute to the general public and to post in libraries, community centers, etc.

To date, the Cherokee County Commission has participated in the following public outreach and involvement activities:

- Public Meetings have been held at convenient times and accessible locations for the LEP populations.
- Cherokee County Commission staff members have participated in public outreach efforts to explain specific transit proposals and to solicit comments when applying for funding assistance for the public transit program and the van used by the Senior Center.
- Public notices have been posted in the receptionist area, on the buses.

VI. Limited English Proficient Plan

The Four Factor Analysis is used to identify Limited English Proficient (LEP) persons who need language assistance, outline how language assistance is provided, and describe how the Cherokee County Commission considers the needs of LEP persons. This assessment balances the following four factors:

- A. The number or proportion of LEP persons eligible to be served or likely to be encountered by the Cherokee County Commission's program. In addition to the number or proportion of LEP persons served, the analysis identified:
 1. How LEP persons interact with the Cherokee County Commission;
 2. Where LEP communities are located and the number or proportion of LEP persons from each language group to determine the appropriate language services for each language group;
 3. The literacy skills of LEP populations in their native languages in order to determine whether document translation will be an effective practice; and
 4. Whether or not LEP persons are underserved by the Cherokee County Commission due to language barriers.
- B. The frequency with which LEP persons come into contact with the program. The following areas were evaluated:

1. Van service users;
 2. Public meeting participation;
 3. Customer service interactions;
 4. Ridership surveys; and
 5. Operator surveys.
- C. The nature and importance of the Cherokee County Commission's program to people's lives.
- D. The resources available for LEP outreach and the costs associated with that outreach.

The Cherokee County Commission has developed a Limited English Proficiency Plan which is located in Appendix D. It includes:

- Results of the Four Factor Analysis, including a description of the LEP population(s) served;
- A description of how language assistance services will be provided;
- The methods used by the Cherokee County Commission to provide language assistance services;
- A description of how employees are trained to provide timely and reasonable language assistance to LEP populations;
- A description of how notice is provided to LEP persons about the availability of language assistance; and
- An explanation of how the plan is monitored, evaluated, and updated.

Safe Harbor Provision

(Applicable to providers who offer written translation of vital documents for each eligible LEP language group that constitutes 5% or 1,000 persons, whichever is less, of the total population of persons eligible to be served or likely to be affected or encountered by their program)

In accordance with the Safe Harbor Provision, the Cherokee County Commission has identified that the following language groups exceed the threshold of 1,000 persons or 5%, whichever is less, of the total population eligible to be served by the program: No groups were identified that met the threshold.

VII. Minority Representation on Planning and Advisory Bodies

The Cherokee County Commission will not deny a person the opportunity to participate as a member of a planning, advisory, or similar body which is an integral part of the program on the grounds of race, color, or national origin.

The Cherokee County Commission does not have transit-related non-elected planning boards, advisory councils or committees, or similar committees that are selected by the Cherokee County Commission. If the Cherokee County Commission establishes such boards or committees, a table will be used to depict the racial breakdown of the membership of those committees and will be included in future Title VI programs. In addition, a description of efforts made to encourage the participation of minorities on such committees will be included.

VIII. Guidance on Determining Site or Location of Facilities

The Cherokee County Commission has no construction projects scheduled. In the event that the Cherokee County Commission decides to acquire land and/or construct facilities, the Cherokee County Commission shall not make selections with the purpose or effect of excluding persons from, denying them the benefits of, or subjecting them to discrimination under any transit federally funded program based on the grounds of race, color, or national origin. The Cherokee County Commission shall comply with all federal requirements including 49 CFR Part 21 and FTA Circular 4702.1B and all subsequent provisions.

The Cherokee County Commission will complete a Title VI equity analysis during the planning state of any new facility with regard to where it is to be located or sited to ensure the location is selected without regard to race, color, or national origin. Wherever necessary, needed, and/or required, the Cherokee County Commission will engage in outreach to persons potentially impacted by the placement of facilities. The Title VI equity analysis will compare the equity impacts of various alternatives and will occur before the selection of preferred sites. A copy of the Title VI Construction Project Analysis can be found in Appendix F.

IX. Additional Title VI Information

Additional Title VI information is included in Appendix G.

X. Board Meeting Resolution of Approved Title VI Program

The Cherokee County Commission approved the Title VI program on <**DATE**>. A copy of the **AUTHORIZING RESOLUTION**> is included as Appendix H.

Appendix A

Title VI Notice to the Public

(This notice shall be posted on the agency's website and in all transit vehicles, stations, stops, receptionist areas, and/or meeting rooms.)

TITLE VI NOTICE OF PROTECTION AGAINST DISCRIMINATION

The Cherokee County Commission operates its programs without regard to race, color, and national origin in accordance with Title VI of the Civil Rights Act. Any person who believes she or he has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with East Alabama Regional Planning and Development Commission.

For more information on the civil rights program and the procedures to file a complaint, contact:

**Shane Christian
1130 Quintard Avenue
Anniston, AL 36201
256-237-6741
www.earpdc.org**

A complaint may be filed directly with the Federal Transit Administration by contacting:

**Office of Civil Rights
Attention: Title VI Program Coordinator
East Building, 5th Floor-TCR
1200 New Jersey Ave., SE
Washington DC 20590**

If provider meets the Safe Harbor Threshold, then the following statement at a minimum should be posted in English and in any other language(s) spoken by LEP populations that meet the Safe Harbor threshold: LEP populations in Cherokee County do not meet Safe Harbor Threshold.

Section IV		
Have you previously filed a Title VI complaint with this agency? Circle	Yes	No
Section V		
Have you filed this complaint with any other Federal, State, or local agency, or with any Federal or State court?		
<input type="checkbox"/> Yes <input type="checkbox"/> No If yes, check all that apply: <input type="checkbox"/> Federal Agency: _____ <input type="checkbox"/> Federal Court _____ <input type="checkbox"/> State Agency _____ <input type="checkbox"/> State Court _____ <input type="checkbox"/> Local Agency _____		
Please provide information about a contact person at the agency/court where the complaint was filed.		
Name:		
Title:		
Agency:		
Address:		
Telephone:		
Section VI		
Name of agency complaint is against:		
Contact person:		
Title:		
Telephone number:		

Attach any written materials or other information that you think is relevant to your complaint.
 Signature and date required below

 Signature

 Date

Please submit this form in person at the address below, or mail this form to:

Mr. Tim Burgess
 Cherokee County Commission
 260 Cedar Bluff Road Ste. 103
 Centre, AL 3668

*If provider meets the Safe Harbor Threshold, then this form must be provided in English and any other language(s) spoken by LEP populations that meet the Safe Harbor Threshold.
 LEP populations in Cherokee County do not meet Safe Harbor Threshold.*

Appendix C

List of Transit-Related Investigations, Complaints, and Lawsuits

	Date (Month, Day, Year)	Summary (Include basis of complaint: race, color, or national origin)	Status Pending or Closed	Action(s) Taken
Investigations*				
1.				
2.				
Complaints*				
1.				
2.				
Lawsuits*				
1.				
2.				

*None as of the adoption of this document

LIMITED ENGLISH PROFICIENCY ASSESSMENT

(Assessment provided as a tool to assist with demographics & Four Factor Analysis.)

Provider:		Cherokee County Commission		
Date Completed:		May 26, 2015		
<p>1. Examine Census Data at http://factfinder2.census.gov/faces/nav/jsf/pages/searchresults.xhtml?refresh=t</p> <p>1) Select <i>TOPICS – PEOPLE - LANGUAGE – ENGLISH USAGE</i></p> <p>2) Select <i>GEOGRAPHIES –CENSUS TRACT</i></p> <p>3) Select the <i>STATE</i> from the drop-down menu</p> <p>4) Select the <i>COUNTY</i> from the drop-down menu</p> <p>5) Click on <i>ALL CENSUS TRACTS WITHIN . . . COUNTY</i></p> <p>6) Click <i>ADD TO YOUR SELECTIONS</i></p> <p>7) From the <i>SELECTION RESULTS</i> on the right side of the screen, check the box for the table B16001 - <u><i>LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER</i></u> (Use the 3 year estimate.)</p> <p>8) The table will present a breakdown of the languages spoken in the state and identify the population estimate that speaks the language and their ability to speak English or speak English less than “very well”.</p> <p>9) Add up all geographically relevant census tracts for the population estimates that speak English less than “very well”.</p>				
City/County	Population	Population that Speaks English Less than Very Well (Number)	Population that Speaks English Less than Very Well (as Percent of Total Population)	Language/Languages Spoken by “Speak English Less Than Very Well” Population
Cherokee County	24,493	49	0.2%	Spanish, Asian and Pacific Islander, Other Languages
1. Survey your drivers. Do they indicate that there is a need for language assistance for riders? If so, which languages?		No		
2. Survey your receptionist, customer service representative, and schedule/dispatcher. Do they indicate that there is a need for language assistance for riders? If so, which languages?		No		
3. Contact major employers. Do they indicate a need for language assistance for potential transit users? If so, which languages?				
Employer		Response		
Fruit of the Loom		No		
KTH		No		
American Apparel		No		

Peoples Bank	No
Model Tees	No
4. Contact human service agencies. Do they indicate a need for language assistance for potential transit users? If so, which languages?	
Agency	Response
Cherokee County DHR	No
5. Contact local towns and cities, including the police departments. Do they indicate a need for language assistance for potential transit users? If so, which languages?	
Town/City/Department	Response
Cherokee County Commission	No
Centre Fire Dept.	No
Cherokee County Sheriff	No
6. Contact the local school systems. Do they indicate a need for language assistance for potential transit users? If so, which languages?	
School System	Response
Cherokee Board of Education	No
7. Contact the local churches. Do they indicate a need for language assistance for potential transit users? If so, which languages?	
Church	Response
First Baptist Church of Centre	No
Church of Christ	No
First United Methodist	No
Pine Grove Baptist Church	No
8. Inventory second languages spoken by staff.	
9. Do the responses indicate a need for language assistance for potential transit users? If so, which languages? If yes, please prepare and submit an LEP plan.	

LIMITED ENGLISH PROFICIENCY (LEP) INTERACTIONS STAFF SURVEY

Individuals with Limited English Proficiency do not speak English as their primary language, have a limited ability to read, speak, write, or understand English or are native English speakers with low levels of literacy.

1) In the past six months have you encountered a Limited English Proficiency (LEP) person in your work activities?

No

2) What language have you encountered in the past six months?

English

3) How many times have you encountered a LEP person speaking (language selected in Question 2) in the past six months?

No

4) What type of work activity were you involved in when you encountered this language?

None

Choose all that apply

- ◆ Outreach/Public Meeting
- ◆ E-mail
- ◆ Phone Call
- ◆ Other, please specify

5) Have you encountered additional languages in the past six months?

No

Appendix D

LIMITED ENGLISH PROFICIENCY (LEP) PLAN

**260 Cedar Bluff Road
Centre, AL 35960
256-927-3668
www.cherokeecounty-al.gov**

Introduction

This Limited English Proficiency Plan (LEP) has been prepared to address the Cherokee County Commission's responsibilities as a recipient of federal financial assistance as they relate to the needs of individuals with limited English skills. This plan has been prepared in accordance with Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, et seq. and its implementing regulations, which state that no person shall be subjected to discrimination on the basis of race, color, or national origin.

Plan Summary

The Cherokee County Commission has developed this LEP Plan to help identify reasonable steps for providing language assistance to persons with limited English proficiency who wish to access transit services provided by the Cherokee County Commission. As defined in Executive Order 13166, LEP persons are those who do not speak English as their primary language and have limited ability to read, speak, write, or understand English.

This plan outlines how the Cherokee County Commission identifies a person who may need language assistance, the ways in which assistance may be provided, staff training that may be required, and how LEP persons are notified that assistance is available.

In order to prepare this plan, the Cherokee County Commission undertook the U.S. DOT Four Factor Analysis which considers the following factors:

1. The number or proportion of LEP persons in the service area who may be served or are likely to encounter a Cherokee County Commission program, activity, or service.
2. The frequency with which LEP persons come into contact with the Cherokee County Commission's programs, activities, or services.
3. The nature and importance of programs, activities, or services provided by the Cherokee County Commission to the LEP population.
4. The resources available to the Cherokee County Commission and the overall cost to provide LEP assistance.

Four Factor Analysis

1. ***The number or proportion of LEP persons in the service area who may be served or are likely to encounter a Cherokee County Commission program, activity, or service.***

The Cherokee County Commission reviewed the 2010 U.S. Census Report and determined that the total population¹ for Cherokee County is 24493 and 342 persons (1.4%) speak a language other than English. Of those persons, 49 (.2%) residents report speaking English less than very well. Those persons with limited English proficiency are in the following groups: 22 speak Spanish or Spanish Creole, 14 speak Asian and Pacific Island languages, and 13 speak other languages. The most popular language spoken at home is Spanish. The Cherokee County Commission will likely encounter more Spanish speaking persons that benefit from the transit programs than any other LEP persons.

2. *The frequency with which LEP persons come into contact with the Cherokee County Commission’s programs, activities, or services.*

The Cherokee County Commission assessed the frequency with which staff and drivers have contact with LEP persons, both presently and in the past. The following contact points and frequencies have been identified:

CONTACT POINTS	FREQUENCY
Bus Drivers - Demand Response	Never
Dispatchers	Never

3. *The nature and importance of programs, activities, or services provided by the Cherokee County Commission to the LEP population.*

There are no identified geographic concentration of LEP individuals. There has been no request for transportation from anyone who could not speak English less than very well.

4. *The resources available to the Cherokee County Commission and the overall cost to provide LEP assistance.*

The Cherokee County Commission assessed its resources and determined that funds are not necessary to be set aside for translation of material or to hire a translator. If in the event a request is made, the Cherokee County Commission shall make every attempt to assist the person(s) also determined which documents would be most beneficial if translated into other languages and the cost associated with this effort. The local community college has staff that may assist upon request if needed.

¹ Population 5 years and older: factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml

Limited English Proficiency (LEP) Plan Outline

There are five areas that comprise the Cherokee County Commission's LEP PLAN:

1. Identifying LEP Individuals Requiring Language Assistance
2. Providing Language Assistance
3. Training Staff
4. Providing Notice to LEP Persons
5. Monitoring and Updating the LEP Plan

1. Identifying LEP Individuals Requiring Language Assistance

The Cherokee County Commission identifies an LEP person who requires language assistance by:

- Examining customer service records to identify language assistance that has been received in the past, either at meetings or over the phone, to determine whether language assistance might be needed for similar future situations.
- Regularly surveying drivers and other first line staff who have direct or indirect contact with LEP individuals.
- Providing Language Identification Flash Cards at public meetings.

2. Providing Language Assistance

The Cherokee County Commission assists an LEP person who requires language assistance by:

- Networking with local human service organizations that provide service to LEP individuals and seeking opportunities to provide information on the Cherokee County Commission's programs and services through these organizations.
- Posting the Cherokee County Commission's Title VI Notice, Complaint Procedures, Complaint Form, and LEP Plan on the agency's website.
- Identifying in-house staff with other language abilities to assist with translation services.
- Providing Language Identification Flash Cards onboard the Cherokee County Commission's fleet, in Field Supervisor vehicles, and at the Administrative Office.
- Utilizing a web-based translation service application such as Google Translate.
- Utilizing telephone translation services.

3. Training Staff

The Cherokee County Commission will train staff members on their role and responsibilities in providing meaningful access to services for LEP persons by:

- Providing staff with specific procedures to be followed when encountering a LEP person, including how to handle a potential Title VI / LEP complaint.
- Instructing staff on the use of Language Identification Flash Cards.

4. Providing Notice to LEP Persons

At this time, due to the extremely low number of LEP persons, the limited resources of the Cherokee County Commission transit programs, and having had no communication with LEP persons regarding transportation needs, notices are in English. The Cherokee County Commission's transit program shall monitor contact with LEP persons to better be equipped to provide information in other languages. The Title VI Notice, Complaint Procedures, and Complaint Form shall be translated for an LEP person upon request.

5. Monitoring and Updating the LEP Plan

This plan is designed to be flexible and should be viewed as a work in progress. As such, it is important to consider whether new documents and services should be made accessible for LEP persons and to monitor changes in demographics and types of services.

The Cherokee County Commission will update the LEP Plan as required by the U.S. DOT. At a minimum, the plan will be reviewed and updated when data from the most recent U.S. Census is made available, when clear and higher concentrations of LEP individuals are present in the Cherokee County Commission's service area, and/or during the process of updating Title VI Program.

The Cherokee County Commission will monitor and update its LEP Plan by:

- Determining how the needs of LEP persons have been addressed.
- Determining the current LEP population in the service area and whether the need for translation services has changed.
- Determining whether local language assistance programs have been effective and sufficient to meet the need.
- Determining whether the Cherokee County Commission's financial resources are sufficient to fund the needed language assistance efforts.

- Determining whether the Cherokee County Commission has fully complied with the goals of the LEP Plan.
- Determining whether complaints have been received concerning the Cherokee County Commission's failure to meet the needs of LEP individuals.

Dissemination of the Cherokee County Commission's LEP Plan

The LEP Plan will be disseminated to customers and the community by:

- Publishing the LEP Plan and the Title VI Plan on the Cherokee County Commission's website so that any person or agency with internet access can view and download these plans. Alternatively, any person or agency may also request a copy of the plan at no cost via telephone, fax, mail, or in person. LEP individuals may request that these plans be translated into various languages. If feasible, the Cherokee County Commission will accommodate such requests.
- Distributing the LEP Plan to human service organizations in the service area.

Questions or comments regarding the LEP Plan may be submitted to the Cherokee County Commission at the following address:

Mr. Tim Burgess, County Administrator
260 Cedar Bluff Road Ste. 103
Centre, AL 35960
256-927-3668
www.cherokeecounty-al.gov

Appendix E

Table Depicting Minority Representation on the County Commission

Body	Caucasian	Latino	African American	Asian American	Native American
Population	92.66%	1.23%	4.65%	.21%	.52%
Cherokee County Commission	100%	0.0%	0.0%	0.0%	0.0%

Appendix F

Title VI Construction Project Analysis

Name of Agency: _____
Contact Person: _____
Mailing Address: _____
City/State/Zip Code: _____
Contact Person: _____ Title _____
Phone: _____ Fax _____
E-Mail Address: _____

1. Describe the low-income and minority populations within the area affected by the construction project and the method used to identify these populations.

2. Describe the adverse effects of the project both during and after construction that would affect the identified minority and low-income populations and minority-owned businesses.

3. Provide a detailed list of all minority-owned businesses and households that will be affected by the construction project.

4. Describe the potential negative environmental impact, such as noise, air, or water pollution.

5. Describe the relocation program and/or other measures adopted by the subrecipient that will be used to mitigate any identified adverse social, economic, or environmental effect of the proposed construction project.

6. For each of the identified low income or minority communities, discuss the positive effects such as an improvement in transit service, mobility, or accessibility.

7. Describe all mitigation and environment enhancement actions incorporated into the project to address the adverse effects, including any special features of the relocation program that go beyond the requirements of the Uniform Relocation Act and address adverse community effects such as separation or cohesion issues, and replacement of community resources destroyed by the project.

8. Describe the remaining effects, if any, and why further mitigation is not proposed.

9. For projects that traverse predominantly minority and low-income and predominantly non-minority and non-low-income areas, provide a comparison of mitigation and environmental enhancement actions that affect predominantly low-income and minority areas with mitigation implemented in predominantly non-minority or non-low-income areas. If there is no basis for such a comparison, describe why that is so.

Appendix G

Additional Title VI Information

All subrecipients must address each of the following:

1. Describe all pending applications for financial assistance currently provided by other Federal agencies to the applicant.

None

2. Summarize all civil rights compliance reviews conducted by other local, state or federal agencies during the last three years. (Include the reason for review, name of agency performed the review, and report on the status of findings or recommendations.)

None

3. Is your agency considered a minority organization: Yes No

If yes, check the category(ies) that apply.

<input type="checkbox"/> Black American	<input type="checkbox"/> Sub-Continent Asian-American
<input type="checkbox"/> Hispanic American	<input type="checkbox"/> Asian-Pacific American
<input type="checkbox"/> Native American	<input type="checkbox"/> Other

4. Does your agency provide transportation services to minority communities?

Yes No

If yes, check the category(ies) that apply.

<input checked="" type="checkbox"/> Black American	<input type="checkbox"/> Sub-Continent Asian-American
<input type="checkbox"/> Hispanic American	<input type="checkbox"/> Asian-Pacific American
<input type="checkbox"/> Native American	<input type="checkbox"/> Other

5. Has your Title VI Coordinator/EEO Officer changed during the reporting period or since your last Title VI Plan was approved? If yes, please provide the name and contact information for the new coordinator/EEO Office.

No

6. Has your organization had any projects and/or service changes that have Title VI, Limited English Proficiency (LEP), or Environmental Justice (EJ) impacts?

No

If yes, please complete the following items:

- a. Provide a brief description of these projects/service changes.

- b. What did you do to ensure that populations affected by the project and/or service change had meaningful access to and involvement in the development process?

- c. What is the number of percentage of LEP or EJ populations affected by the project and/or service change?

Appendix H

RESOLUTION _____

WHEREAS, the Cherokee County Commission is a recipient of federal financial assistance from the Alabama Department of Transportation in support of transit services which imposes certain obligations upon the recipient, including complying with the Title VI federal requirements; and

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

WHEREAS, the Cherokee County Commission commits to assure that no person shall, on the grounds of race, color, national origin, or sex, as provided by Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987 (PL 100.259), be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination under any program or activity regardless of the funding source;

NOW, THEREFORE, be it resolved by the Cherokee County Commission as follows:

The Cherokee County Commission approves the proposed Title VI Program in order to comply with the Title VI federal requirements.

The County Administrator in his/her capacity, will serve as the Title VI Officer and is authorized to revise and update the plan as necessary.

Adopted this 26th day of May, 2015.

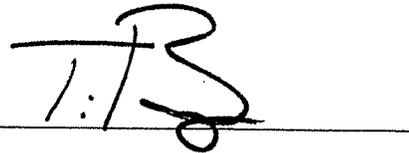
Signature: _____



Typed Name: J. Kirk Day

Title: Chairman, Cherokee County Comm.

Attest: _____



Typed Name: Tim Burgess

Title: Administrator