



**TITLE VI IMPLEMENTATION  
PLAN AND POLICY  
2026**

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## Introduction

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving federal financial assistance. Several other federal legal authorities supplement Title VI by extending protections based on age, sex, and disability. In addition, the Civil Rights Restoration Act of 1987 clarified Title VI enforcement by mandating that Title VI requirements apply to all programs and activities of federal-aid recipients regardless of whether any particular program or activity involves federal funds. Taken together, these laws require recipients and subrecipients of federal funds to ensure all programs and services are delivered to the public without discrimination.

Great Springs Project, as a recipient of federal financial assistance, will ensure full compliance with Title VI of the Civil Rights Act of 1964; 49 C.F.R. Part 21 (Department of Transportation Regulations for the Implementation of Title VI of the Civil Rights Act of 1964); 49 C.F.R. Part 21; and related statutes and regulations. Great Springs Project acknowledges it is subject to and will comply with Federal Highway Administration Title VI Assurances.

This plan explains how Great Springs Project incorporates the requirements of Title VI and related legal authorities into its operations. The plan will be used as a reference for Great Springs Project and an informational resource for the public. The plan will be updated every 3 years to reflect changes in Title VI compliance operations.

## Discrimination under Title VI

It is the responsibility of every Great Springs Project employee to prevent, minimize, and eradicate any form of discrimination. There are two types of discrimination prohibited under Title VI and its related statutes: (1) disparate treatment that alleges similarly situated persons are treated differently because of their race, color, or national origin (i.e., intentional discrimination); and (2) disparate impact/effects when a facially neutral policy, procedure, or practice results in different or inferior services or benefits to members of a protected group. The focus of disparate impact is on the consequences of a decision, policy, or practice rather than the intent.

Prohibited forms of discrimination may include, but are not limited to, the following:

- The denial of services, financial aid, or other benefits provided under a program;
- Distinctions in the quality, quantity, or manner in which a benefit is provided;
- Segregation or separation of persons in any part of the program;
- Restriction in the enjoyment of any advantages, privileges, or other benefits provided to others;
- Differing standards or requirements for participation;
- Methods of administration that directly or indirectly, or through contractual relationships, would defeat or impair the accomplishment of effective nondiscrimination; or
- Discrimination in any activities or services related to a highway, infrastructure or facility built or repaired in whole or in part with federal funds.

Great Springs Project efforts to prevent such discrimination must address, but not be limited to, how a program or activity:

- Impacts the public;
- Provides accessibility;
- Provides equal access to benefits;
- Encourages participation;
- Provides services equitably;
- Initiates contracting and training opportunities;
- Investigates complaints;
- Allocates funding; and
- Prioritizes projects.

## Authorities

The authorities applicable to Great Springs Project Title VI/Nondiscrimination Program include:

- **Title VI of the Civil Rights Act of 1964** (42 U.S.C. §2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- **49 CFR Part 21** (entitled *Nondiscrimination in Federally-Assisted Programs of the Department of Transportation-Effectuation of Title VI of The Civil Rights Act of 1964*);
- **23 CFR Part 200** (FHWA's Title VI/Nondiscrimination Regulation);

- **28 CFR Part 50.3** (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964); and,
- **Texas Administrative Code** §9.4, Civil Rights – Title VI Compliance

## Title VI Policy Statement

It is the policy of Great Springs Project that no person shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any operation of Great Springs Project as provided by Title VI of the Civil Rights Act of 1964 and related statutes.

This policy applies to all operations of Great Springs Project, including its contractors and anyone who acts on its behalf. This policy also applies to the operations of any department or agency to which Great Springs Project extends federal financial assistance. Federal financial assistance includes grants, training, equipment use, donations of surplus property, and other forms of assistance.

The nondiscrimination statement signed by *Garry Merrit, Chief Executive Director*, is included as **Attachment 1**.

## Standard DOT Assurances

The U.S. DOT requires that federal financial assistance be provided on the condition that the recipient provides an assurance that its programs and activities will be conducted in compliance with Title VI of the Civil Rights Act of 1964. The requirement is located at 49 CFR 21.7(a). To support the implementation of this requirement, the U.S. DOT provided an assurances agreement in U.S. DOT Order 1050.2A that federal fund recipients and subrecipients must sign as a condition of receiving federal financial assistance.

The assurances agreement includes specific non-discrimination language; the Great Springs Project is required to include it in bid solicitations, requests for proposals, contracts, and real estate agreements. Great Springs Project is committed to ensuring the necessary language is used as prescribed in the assurance agreement.

In accordance with this requirement, Great Springs Project has signed the U.S. DOT Standard Title VI/Non-Discrimination Assurances. The document is attached as **Attachment 2**.

## Organization and Staffing

Garry Marritt is ultimately responsible for assuring full compliance with the provisions of Title VI of the Civil Rights Act of 1964 and related statutes and has directed that non-discrimination is required of all agency employees, contractors, and agents pursuant to 23 C.F.R. Part 200 and 49 C.F.R. Part 21.

Great Springs Project has assigned Kristi Shepperson, Director of Operations, and Darcie Schipull, Trails & Transportation Planner, to perform the duties of the Title VI Coordinator and ensure implementation of the agency's Title VI program.

The Title VI Coordinators are responsible for:

- Maintaining and updating the Title VI plan on the agency's behalf;
- Ensuring relevant agency staff receive necessary Title VI training;
- Ensuring prompt processing of Title VI complaints and referral to the Texas Department of Transportation;
- Developing procedures for the collection and analysis of statistical data;
- Developing a program to conduct Title VI reviews of program areas; and
- Developing Title VI information for dissemination internally and externally;

## Primary Program Area Descriptions & Review Procedures

The Great Springs Project engages in the following areas:

Program Area and General Description	Title VI/Non-Discrimination Concerns and Responsibilities	Review Procedures for Ensuring Non-Discrimination
Right of Way	GSP assists other non-profits and local governments in acquiring a corridor of	The non-discrimination responsibility of GSP is to ensure that conservation land

	protected lands.	and route selection for trails does not disproportionately impact racial, ethnic or national origin groups
Contracting and Procurement Processes Contratación y Procesos de Adquisición	GSP has the opportunity to procure contracts for different state and federal funding sources. GSP keeps a comprehensive list of industry professionals to share procurement opportunities, these include firms that are WBE, HUB, MB certified.	GSP's contracting and procurement process follow state and federal guidelines and have been approved by local governments project office. They include provision for hiring small and minority firms, business, WBE, and Labor Surplus Area Firms to insure non-discrimination. GSP's procurement policies and procedures also include criteria to ensure that our procurement process does not restrict competition by have criteria that might provide certain firms with an unfair competitive advantage.
Planning	GSP plans and develops trail networks within a framework of principles which include accessible trails for all ages and abilities, and it offers diverse and scalable experiences for all.	Review planning decisions to ensure nondiscrimination. Reviewing public engagement activities periodically to determine whether engagement opportunities were offered to all communities. Documenting language access requests.
Public Engagement	GSP insures a Comprehensive public engagement process to ensure all stakeholders, and the community, have an opportunity to voice their opinions.  Providing language access as needed. Documenting language access requests.	Reviewing public engagement activities periodically to determine whether engagement opportunities were offered to all communities. Broad public input that fosters inclusive dialog. Reviewing public engagement activities periodically to

	Disseminating Title VI information to the public to ensure they are aware of their rights to be free from discrimination.	determine whether engagement opportunities were offered to all communities. Providing language access as needed. Documenting language access requests.
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## Data Collection and Analysis

Program Area	Type of Data Collected & Process for Collecting	Purpose for Collecting the Data
Right Away	GSP does not collect demographic data directly for right of way; instead, local and regional adopted connectivity plans are used, which already include demographic data and equity.	Ensure equitable distribution of infrastructure by relying on adopted local and regional plans that incorporate demographic equity.
Contracting	Encourages DBE, SBE, and HUB participation through guidance in solicitations; reviews any DBE materials submitted and incorporates them into processes as appropriate.	Ensure equal opportunity and equitable participation by historically underrepresented business enterprises.
Planning	Uses official demographic data (e.g., U.S. Census, analytical data layers) to guide plans and ensure equitable outcomes; no direct collection by GSP.	Ensure plans and outcomes do not disproportionately impact protected groups.
Public Engagement	Uses official demographic data to	Ensure public engagement

	direct engagement activities; may provide demographic questionnaires to participants to evaluate reach and equity.	sufficiently reaches all demographics and reflects community diversity.
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Potential sources of data and analysis tools include:

- Census Data
- American Community Survey
- School Districts
- Forms or Surveys from the public
- Metropolitan Planning Organization (MPO) Committees (e.g., Citizen Advisory Committees)
- Field Observations

## Title VI Complaint Procedures

### Scope of Title VI Complaints

No person or group of people shall be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by Great Springs Project, and its contractors on the grounds of race, color, or national origin.

The scope of Title VI covers all internal and external activities of Great Springs Project. The following types of actions are prohibited under Title VI protection (See 49 C.F.R. 21.5):

- Excluding individuals or groups from participation in programs or activities
- Denying program services or benefits to individuals or groups
- Providing a different service or benefit, or providing them in a manner different from what is provided to others
- Denying an opportunity to participate as a member of a planning, advisory, or similar body that is an integral part of the program

- Retaliation for making a complaint or otherwise participating in any manner in an investigation or proceeding related to Title VI of the Civil Rights Act of 1964

The complaint procedure below is available from the Texas Department of Transportation (TxDOT) in [English](#) and [Spanish](#). Other languages will be available upon request.

## How to File a Formal Title VI Complaint

Any person(s) or organization(s) believing they have been discriminated against based on the protected classes stated above by Great Springs Project or its contractors may file a Title VI complaint.

Discrimination complaints **must be received no more than 180 days after the alleged incident** unless the time for filing is extended by the processing agency. Complaints should be in writing and signed and may be filed by mail, in person, or e-mail. A complaint should contain the following information:

- A written explanation of the alleged discriminatory actions;
- The complainant's contact information, including, if available: full name, postal address, phone number, and email address;
- The basis of the complaint (e.g., race, color, national origin, etc.);
- The names of specific persons and respondents (e.g., agencies/organizations) alleged to have discriminated;
- Sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives Federal financial assistance; and
- The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is ongoing.

Complainants are encouraged to submit complaints directly to the Great Springs Project.

Complaints can also be filed by completing and submitting Great Springs Project's Title VI Complaint Form available on Great Springs Project's website: [www.greatspringsproject.org](http://www.greatspringsproject.org), or by sending an email or letter with the necessary information to:

Great Springs Project

Attn: Title VI Coordinators

PO Box 12331, Austin, TX, 78711

Email: [info@greatspringsproject.org](mailto:info@greatspringsproject.org)

(512) 426-7873

If necessary, the complainant may call the phone number above and provide the allegations by telephone. The Title VI Coordinator will transcribe the allegations of the complaint as provided over the telephone and send a written complaint to the complainant for correction and signature.

Complaints can also be filed directly with the following agencies:

Federal Highway Administration

U.S. Department of Transportation Office of Civil Rights

HCR-20, Room E81-320

1200 New Jersey Avenue, SE, Washington, DC 20590

Email: [CivilRights.FHWA@dot.gov](mailto:CivilRights.FHWA@dot.gov)

Texas Department of Transportation

Civil Rights Division

Attn: Title VI Program Manager

125 E. 11th Street, Austin, Texas 78701

After submitting a complaint, the complainant will receive correspondence informing them of the status of the complaint within ten (10) business days from Great Springs Project or from the other agency that receives the complaint.

Complaints received by Great Springs Project Title VI Coordinator are forwarded to the TxDOT Office of Civil Rights (OCR). TxDOT OCR will forward the complaint to the FHWA Texas Division Office, along with a preliminary processing recommendation. The FHWA Texas Division Office will forward the complaint to FHWA Headquarters Office of Civil Rights (HCR).

FHWA HCR is responsible for all determinations regarding whether to accept, dismiss, or transfer Title VI complaints. There are four potential outcomes for processing complaints:

- **Accept:** if a complaint is timely filed, contains sufficient information to support a claim under Title VI, and concerns matters under the FHWA's jurisdiction, then HCR will send to the complainant, the respondent agency, and the FHWA Texas Division Office a written notice that it has accepted the complaint for investigation.
- **Preliminary Review:** if it is unclear whether the complaint allegations are sufficient to support a claim under Title VI, then HCR may (1) dismiss it or (2) engage in a preliminary review to acquire additional information from the complainant and/or respondent before deciding whether to accept, dismiss, or refer the complaint.
- **Procedural Dismissal:** if a complaint is not timely filed, is not in writing and signed, or features other procedural/practical defects, then HCR will send the complainant, respondent, and FHWA Texas Division Office a written notice that it is dismissing the complaint.
- **Referral/Dismissal:** if the complaint is procedurally sufficient but FHWA (1) lacks jurisdiction over the subject matter or (2) lacks jurisdiction over the respondent entity, then HCR will either dismiss the complaint or refer it to another agency that does have jurisdiction. If HCR dismisses the complaint, it will send the complainant, respondent, and FHWA Division Office a copy of the written dismissal notice. For referrals, FHWA will send a written referral notice with a copy of the complaint to the proper Federal agency and a copy to the USDOT Departmental Office of Civil Rights.

Complaints are not investigated by Great Springs Project. FHWA HCR is responsible for investigating all complaints. FHWA HCR may also delegate the investigation to TxDOT OCR, who would then conduct all data requests, interviews, and analysis, and create a Report of Investigation (ROI). TxDOT OCR will have sixty (60) business days from the date the investigation is delegated to prepare the ROI and send it to HCR. HCR will review the ROI and compose a Letter of Finding based on the ROI.

For further information about the FHWA investigation process and potential complaint outcomes, please visit the Questions and Answers for Complaints Alleging Violations of Title VI of the Civil Rights Act of 1964.

## Complaint Log

Great Springs Project maintains a complaint log to document all activity related to the complaint.

Information captured includes:

- Complainant's name, and if provided, race, color, and national origin;
- Respondent's name;
- Basis(es) of the discrimination complaint;
- Allegation(s)/Issue(s) surrounding the discrimination complaint;
- Date the discrimination complaint was filed;
- Date the investigation was completed;
- Disposition;
- Disposition date; and
- Other pertinent information.

## Notice of Rights

In accordance with 23 CFR 200.9(a)(12), Great Springs Project is required to develop Title VI information for dissemination to the general public and, where appropriate, in languages other than English. Notice of Great Springs Project Title VI policies and procedures are accessible through the Great Springs Project website or by contacting the Title VI Coordinators via email at [info@greatspringsproject.org](mailto:info@greatspringsproject.org).

## Notification to Beneficiaries

Great Springs Project's website is continuously updated to ensure Title VI information is readily accessible to the public. The website informs the public of their rights under Title VI and explains how to file a complaint. Title VI information available on Great Springs Project website includes:

- Great Springs Project Title VI/Nondiscrimination Plan
- Title VI Nondiscrimination Agreement
- Title VI and Related Statutes Nondiscrimination Statement (English and Spanish)
- Title VI Nondiscrimination Assurances
- TxDOT's External Discrimination Complaint Form (English and Spanish)
- Title VI Poster
- Great Springs Project Language Assistance Plan

## Public Involvement

It is the goal of Great Springs Project to provide continuous, effective and transparent access to all stakeholders. Great Springs Project actively engages communities throughout the planning process to ensure that trail development and conservation efforts reflect local priorities and needs. It aims to empower residents, especially traditionally underserved communities, to participate meaningfully in shaping the project's future. Great Springs Project utilizes the following methods to communicate information regarding upcoming activities and opportunities for public and stakeholder participation in the planning process:

- Newsletter/Mailings
- Email Blasts
- Online Engagement Platforms
- Media Releases
- Visualization Presentations/Techniques
- Local Community Public Meetings
- Agency Name Website
- Social Media

Traditionally underserved communities can find it more difficult to engage with decision-making entities due to scheduling conflicts, lack of transportation to public involvement events, language barriers, lack of childcare, etc. Genuine public involvement takes place at all levels, and so Great Springs Project aims to identify communities that may be affected by a project in order to plan appropriately and effectively for the potentially impacted groups. Sources of data used were listed above in the Data Gathering section. Great Springs Project specifically uses the following sources to identify minority populations with limited English proficiency.

- US CENSUS TABLE P9 – HISPANIC OR LATINO AND NOT HISPANIC OR LATINO BY RACE
- ACS TABLE B16001 – LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER

Great Springs Project will use the following techniques to ensure that all members of the community have the opportunity to participate in the decision-making process:

- Holding meetings at different times or on the weekend
- Holding meetings at locations in neighborhood parks

- Holding accessible events
- Providing virtual options
- Translating documents in Spanish and English, unless otherwise requested

## Language Assistance and Limited English Proficiency

Individuals with Limited English Proficiency (LEP) are those who do not speak English as their primary language and have a limited ability to read, write, speak, or understand English as a result of their national origin. Under Title VI, these individuals may be entitled to language assistance with respect to a particular type of service, benefit, or encounter.

Per USDOT LEP guidance, as outlined on FHWA's Civil Rights website, recipients of federal funds are required to take reasonable steps to ensure meaningful access to their programs and activities by LEP persons. While designed to be a flexible and fact-dependent standard, the starting point is an individualized assessment that balances the following four factors.

**(1) Number or proportion of LEP persons eligible to be served or likely to be encountered by the program:** The greater the number or proportion of LEP persons served or encountered, the more likely language services are needed. For the assessment to be accurate, it must also include all communities that are eligible for services or are likely directly affected by the district's programs or activities, not only those that live next to a project.

**(2) Frequency with which LEP individuals come in contact with the program:** Consider how frequently encounters with LEP individuals may occur. Encounters with LEP individuals are documented by the district Title VI liaison in quarterly reports to the Civil Rights Division. Additionally, consider events or work projects in the next year, which may increase the frequency with which LEP encounters may occur.

**(3) Nature and importance of the program, activity, or service provided by the program to people's lives:** Some consideration should be given to TxDOT policies, programs, events, and projects planned for the next year, but generally, the nature and importance of LEP encounters should be considered on a project-by-project basis.

- (4) Resources available to the grantee/recipient or agency, and costs:**  
TxDOT has both internal and external resources available to assist with translation and interpretation services.

A general four-factor analysis will help anticipate and prepare for what may be needed; however, meaningful four-factor analysis can only occur on a project-by-project basis. When preparing to publish a document, launch a campaign, hold a public meeting, etc., a focused four-factor analysis should be conducted to determine what type of language assistance is needed.

## Training

Great Springs Project will ensure that its staff understands Title VI of the Civil Rights Act of 1964 and how it may apply to their work. The following options are available for providing training:

Review of the Great Springs Project Title VI Plan

- Attendance at any available Title VI trainings provided by the Texas Department of Transportation, U.S. Department of Transportation, or its applicable operating administrations, or the U.S. Department of Justice.
- Viewing the video, Understanding and Abiding by Title VI of the Civil Rights Act of 1964, produced by the U.S. Department of Justice

Great Springs Project will maintain records indicating that staff have received sufficient training on a periodic basis.

## Title VI/Nondiscrimination Policy Statement

The Great Springs Project, as a recipient of federal financial assistance and under Title VI of the Civil Rights Act of 1964 and related statutes, ensures that no person 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 Department programs or activities.



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Garry Merritt, Chief Executive Officer

3/18/2026

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Date

## Title VI Assurances & Implementation

Fully executed Assurances are included in Appendix A and integrated into this document. This Title VI Implementation Plan has been adopted, implemented, and is being adhered to by Great Springs Project.

Signed by:   
Garry Merritt, Chief Executive Officer

Date: 3/31/2026

The individual above is a duly authorized representative of Great Springs Project.

## APPENDICES

- A. Assurances
- B. Clauses for Deeds Transferring United States Property
- C. Clauses for Transfer of Real Property Acquired or Improved Under the Activity, Facility, or Program
- D. Clauses for Construction/Use/Access to Real Property Acquired Under the Activity, Facility, or Program

## Appendix A

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

1. Compliance with Regulations: The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, the FHWA, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. Non-discrimination: The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices, when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.
3. Solicitations for Subcontracts, Including Procurements of Materials and Equipment: In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to 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 its facilities as may be determined by the Recipient or FHWA to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or FHWA, as appropriate, and will set forth what efforts it has made to obtain the information.
5. Sanctions for Noncompliance: In the event of a contractor's noncompliance with the Nondiscrimination provisions of this contract, the Recipient will impose such contract sanctions as it or FHWA may determine to be appropriate, including, but not limited to:

## Appendix A

- a. Withholding payments to the contractor under the contract until the contractor complies, and/or
  - b. Cancelling, terminating, or suspending a contract, in whole or in part.
6. Incorporation of Provisions: The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations, and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or FHWA may direct as a means of enforcing such provisions, including sanctions for noncompliance. Provided that if the contractor becomes involved in, or is threatened with litigation by a subcontractor or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request that the United States enter into the litigation to protect the interests of the United States.

## Appendix B

### Clauses for Deeds Transferring United States Property

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

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the Great Springs Project will accept title to the lands and maintain the project constructed thereon in accordance with all applicable federal statutes, the Regulations for the Administration of all DOT programs, and the policies and procedures prescribed by FHWA of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto Great Springs Project the 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 Great Springs Project and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the Great Springs Project, its successors and assigns.

The Great Springs Project, 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)

## Appendix B

### Clauses for Deeds Transferring United States Property

that the Great Springs Project will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended [, and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].

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

## Appendix C

### Clauses for Transfer or Real Property Acquired or Improved Under the Activity, Facility, or Program

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the Recipient pursuant to the provisions of Assurance 7(a):

- a. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that:
    - i. In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.
  - b. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Nondiscrimination covenants, Great Springs Project will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.\*
  - c. With respect to a deed, in the event of breach of any of the above Non-discrimination covenants, Great Springs Project will have the right to enter or re-enter the lands and
- \*Reverter clause and related language to be used only when it is determined that such a

**Appendix C**  
**Clauses for Transfer or Real Property Acquired or Improved**  
**Under the Activity, Facility, or Program**

clause is necessary to make clear the purpose of Title VI. \*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI. (Rev. 04/20) Page 6 of 9 facilities thereon, and the above-described lands and facilities will there upon revert to and vest in and become the absolute property of the Great Springs Project and its assigns. \*

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

**Appendix D**  
**Clauses for Construction/Use/Access to Real Property Acquired**  
**Under the Activity, Facility, or Program**

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

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

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

## Appendix D

### Clauses for Construction/Use/Access to Real Property Acquired Under the Activity, Facility, or Program

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

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601 ), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 4 71, Section 4 7123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.P.R. parts 37 and 38;

## Appendix D

### Clauses for Construction/Use/Access to Real Property Acquired Under the Activity, Facility, or Program

- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).

# GREAT SPRINGS PROJECT ORGANIZATIONAL CHART

