APPENDIX A:
Policy Directive 604.0
STATE OF COLORADO

DEPARTMENT OF TRANSPORTATION
Office of Government Relations
4201 East Arkansas Avenue, Room 275
Denver, Colorado 80222
(303) 757-8772

To: All CDOT Employees

From: Heidi Humphreys – DAS / Herman Stockinger – OPGR / Katherine Williams – CRBRC

Re: Policy Directive 604.0 “Policy on Non-Discrimination”

Date: January 27, 2014


Rationale for Policy Directive. Outlines CDOT’s general non-discrimination policy for all CDOT programs and activities. Also identifies and describes the forms of discrimination that are prohibited by federal law and highlights objectives related to access for persons with disabilities, access for persons with limited English proficiency, principles of environmental justice, and fair competition for federally funded contracts. This directive does not include CDOT’s Equal Employment Opportunity policy, which is set forth in Policy Directive 600.0.

Individuals/Entities Impacted in Policy Directive. This Policy Directive applies to all operations of CDOT, including all offices, divisions, regions, and branches of CDOT, its contractors and anyone who acts on CDOT’s behalf. This Policy Directive also applies to the operations of any department or agency to which CDOT extends federal financial assistance. Federal financial assistance includes grants, training, use of equipment, donations of surplus property, and other assistance.

Implementation. The Division of Administrative Services (DAS), Civil Rights and Business Resource Center shall implement this directive.

Effective Date. January 22, 2014

Review Date. On or before January 2019

Appendices - 2
I. Purpose

To ensure that no person shall, on the ground of race, color, national origin, sex, disability, or age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in the operations of the Colorado Department of Transportation ("CDOT") or of any department or agency to which CDOT extends federal financial assistance.

II. Authority

See Appendix A. This Policy Directive is intended to meet Federal Highway Administration and Federal Transit Authority requirements.

III. Applicability

This Policy Directive applies to all operations of CDOT, including all offices, divisions, regions, and branches of CDOT, its contractors and anyone who acts on CDOT's behalf. This Policy Directive also applies to the operations of any department or agency to which CDOT extends federal financial assistance. Federal financial assistance includes grants, training, use of equipment, donations of surplus property, and other assistance.

IV. Policy

1. It is CDOT's policy that no person shall on the ground of race, color, national origin, sex, disability, or age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any operation of CDOT or of any department or agency to which CDOT extends federal financial assistance.

   A. Examples of prohibited types of discrimination based on race, color, national origin, sex, disability, or age include:

      (1) Denial to an individual any service, financial aid, or other benefit;

      (2) Distinctions in the quality, quantity, or manner in which a benefit is provided;

      (3) Segregation or separate treatment;

      (4) Restriction in the enjoyment of any advantages, privileges, or other benefits provided;
(5) Discrimination in any activities related to highway and infrastructure or facility built or repaired; and

(6) Discrimination in employment.

B. Prohibited discrimination may be intentional or unintentional. Seemingly neutral acts that have disparate impacts on individuals of a protected group and lack a substantial legitimate justification are a form of prohibited discrimination. Instances where seemingly neutral acts may result in discrimination include:

(1) Utilizing criteria or methods of administration that have the effect of subjecting persons to discrimination or have the purpose or effect of substantially reducing the likelihood that persons can benefit from the objectives of a program or activity with respect to persons;

(2) Using different standards or requirements for determining whether a person satisfies any admissions, enrollment, quota, eligibility, membership, or other requirement for any service, financial aid, or other benefit; and

(3) Determining the site or location of a facility that has the effect of excluding persons, denying them the benefits of, or otherwise subject to them discrimination.

C. Harassment and retaliation are also forms of discrimination. Harassment includes a wide range of abusive and humiliating verbal or physical behaviors that are directed against a particular person because of race, color, national origin, sex, disability, or age. This Policy Directive prohibits retaliation against any person because he or she has reported alleged discrimination under this Policy Directive or has testified, assisted or participated in any manner in an investigation of such report, or has opposed such discrimination. No one shall intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with their rights against discrimination.

D. As part of this Policy Directive, CDOT adheres to the following objectives, which shall not be interpreted in any way to limit the general policy stated above:

(1) Access for Persons with Disabilities – No qualified disabled person shall, solely by reason of his or her disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination. Aids, benefits, and services, to be equally effective, are not required to produce the identical result or level of achievement for disabled and non-disabled persons, but must afford persons with disabilities equal opportunity to obtain the same result, to gain the same benefit, or to reach the same level of achievement, in the most integrated setting that is reasonably achievable. Even if separate or different aid, benefits, or services are available to handicapped persons, a qualified disabled person shall
not be denied the opportunity to participate in the programs or activities that are not separate or different.

(2) Access for Persons with Limited English Proficiency – Individuals who have a limited ability to read, write, speak, or understand English are considered limited English proficient ("LEP"). Language for LEP individuals can be a barrier to accessing important benefits or services, understanding and exercising important rights, complying with applicable responsibilities, or understanding other information provided by CDOT. Ignoring LEP populations may constitute discrimination on the basis of national origin. CDOT shall seek to communicate with LEP populations and provide LEP individuals meaningful access to CDOT programs and activities.

(3) Principles of Environmental Justice – CDOT will meaningfully engage all sectors of the public, including low-income and minority populations, potentially affected by CDOT projects. To help ensure the fair distribution of the benefits and burdens associated with CDOT programs and activities, CDOT will be guided by the following environmental justice principles:

(a) To avoid, minimize, or mitigate disproportionately high and adverse human health and environmental effects, including social and economic effects, on minority and low-income populations;

(b) To ensure the full and fair participation by all potentially affected communities in CDOT’s decision-making process; and

(c) To prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority and low-income populations.

(4) Fair Competition for Federally-Funded Contracts – A Disadvantaged Business Enterprise ("DBE") is a business that is owned and controlled by a socially and economically disadvantaged individual or individuals. The objectives of CDOT’s DBE program are to:

(a) To ensure nondiscrimination in the award and administration of federally-assisted contracts in CDOT’s highway, transit, and airport programs;

(b) To create a level playing field on which DBEs can compete fairly for federally-assisted contracts;

(c) To ensure that CDOT’s DBE program is narrowly tailored in accordance with applicable law;

(d) To ensure that only firms that fully meet this part’s eligibility standards are permitted to participate as DBEs;
(c) To help remove barriers to the participation of DBEs in federally-assisted contracts; and

(f) To assist the development of firms that can compete successfully in the marketplace outside the DBE program.

V. Implementation Plan

1. This Policy Directive shall be effective immediately upon approval by the Transportation Committee.

2. The Civil Rights & Business Resource Center ("CRBRC") shall implement this Policy Directive and will coordinate education and training to ensure compliance with this Policy Directive. All CDOT employees, its contractors, and anyone who acts on behalf of CDOT, including any department or agency to which CDOT extends federal financial assistance, shall be responsible for assuring that the prescribed discrimination does not occur. Should the potential for discrimination be discovered, action to eliminate the potential shall be taken.

3. Notices informing individuals of their rights under this Policy Directive will be posted on CDOT’s internal and external webpages, and be displayed in public office areas. These notices will also be consistent with CDOT’s policy for communicating with LEP populations.

4. As required by federal law, the CRBRC and regional civil rights staff shall be responsible for acquiring non-discrimination assurances, investigating discrimination complaints, conducting reviews of program areas, and preparing required reports.

VI. Review Date

This Policy Directive shall be reviewed on or before January 2019.

[Signature]
Secretary, Transportation Commission

1-28-14
Effective Date
APPENDIX A: Authority for Policy Directive 604.0

Federal Statutes

Title VI of the 1964 Civil Rights Act, 42 U.S.C. § 2000d

Age Discrimination Act of 1975, 42 U.S.C. § 6101


Title II of the Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101 – 12213


Federal Regulations

23 CFR §1.36 – Compliance with Federal laws and regulations


28 CFR pt. 35 – Nondiscrimination on the Basis of Disability in State and Local Government Services

28 CFR pt. 36 – Nondiscrimination on the Basis of Disability in Public Accommodations and in Commercial Facilities


49 CFR pt. 21 – Nondiscrimination in Federally-Assisted Programs of the Department of Transportation – Effectuation of Title VI of the Civil Rights Act of 1964

49 CFR pt. 26 – Participation By Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs

49 CFR pt. 27 – Nondiscrimination of the Basis of Disability in Programs or Activities Receiving Federal Financial Assistance
49 CFR § 37.5 – Nondiscrimination — Transportation Services for Individuals with Disabilities (ADA)

Executive Orders


APPENDIX B:
The United States Department of Transportation (USDOT) Standard Title VI/Non-Discrimination Assurances
The United States Department of Transportation (USDOT) Standard Title VI/Non-Discrimination

Assurances

DOT Order No. 1050.2A

The Colorado Department of Transportation (herein referred to as the "Recipient"), HEREBY AGREES THAT, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through the Federal Highway Administration (FHWA), Federal Transit Administration (FTA), and Federal Aviation Administration (FAA), is subject to and will comply with the following:

Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled Non-discrimination In Federally-Assisted Programs Of The Department Of Transportation-Effectuation Of Title VI Of The Civil Rights Act Of 1964);
- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

General Assurances

In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Recipient hereby gives assurance that it will promptly take any measures necessary to ensure that:

"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity, "for which the Recipient receives Federal financial assistance from DOT, including the FHWA, FTA, or FAA.

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

Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its Federally assisted FHWA, FTA, and FAA assisted programs:
1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23(b) and 21.23(e) of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated, or will be (with regard to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.

2. The Recipient will insert the following notification in all solicitations for bids, Requests For Proposals for work, or material subject to the Acts and the Regulations made in connection with all FHWA, FTA and FAA programs and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

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

3. The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.

4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.

5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.

6. 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 will extend to rights to space on, over, or under such property.

7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:

   a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
   b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.

8. 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 will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.

10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this ASSURANCE, the Colorado Department of Transportation also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the FHWA, FTA, and FAA’s access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by the FHWA, FTA, or FAA. You must keep records, reports, and submit the material for review upon request to FHWA, FTA, or FAA, or its designee in a timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

Colorado Department of Transportation gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the FHWA, FTA, and FAA. This ASSURANCE is binding on Colorado Department of Transportation, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors’, transferees, successors in interest, and any other participants in the FHWA, FTA, and FAA funded programs. The person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

[Signature]

by

Shailen P. Bhatt
(Executive Director)

DATED 9/11/2017

Appendices - 12
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, *(Title of Modal Operating Administration)*, 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 Non-discrimination 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 the *(Title of Modal Operating Administration)* 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 the *(Title of Modal Operating Administration)*, as appropriate, and will set forth what efforts it has made to obtain the information.

5. **Sanctions for Noncompliance**: In the event of a contractor's noncompliance with the Non-discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the *(Title of Modal Operating Administration)* may determine to be appropriate, including, but not limited to:
   a. withholding payments to the contractor under the contract until the contractor complies; and/or
   b. cancelling, terminating, or suspending 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 the (Title of Modal Operating Administration) may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to 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 Colorado Department of Transportation will accept title to the lands and maintain the project constructed thereon in accordance with (Name of Appropriate Legislative Authority), the Regulations for the Administration of (Name of Appropriate Program), and the policies and procedures prescribed by (Title of Modal Operating Administration) 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 the Colorado Department of Transportation 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 Colorado 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 will be binding on the Colorado Department of Transportation its successors and assigns.

The Colorado 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 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) that the Colorado Department of Transportation 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, Non-discrimination 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 in order to make clear the purpose of Title VI.)
APPENDIX C

CLAUSES FOR TRANSFER OF REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the Colorado Department of Transportation 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:

1. 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 Non-discrimination covenants, Colorado Department of Transportation 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, the Colorado Department of Transportation will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the Colorado Department of Transportation 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 Colorado Department of Transportation 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, 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 Non-discrimination covenants, Colorado Department of Transportation 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, Colorado Department of Transportation will there upon revert to and vest in and become the absolute property of Colorado Department of Transportation 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 E

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 non-discrimination statutes and authorities; including but not limited to:

Pertinent Non-Discrimination Authorities:

- 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);
- 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 § 471, Section 47123), 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.F.R. parts 37 and 38;
- 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).
APPENDIX C:
CDOT Organizational Charts
APPENDIX D:
Title VI Annual Program Review
Questionnaire Example
Hello,

In accordance with 23 CFR 200.9, at the end of each Federal Fiscal Year, CDOT's Civil Rights and Business Resource Center (CRBRC) must submit annual report of CDOT's Title VI accomplishments for the past year and set goals for the next year to the Federal Highway Administration (FHWA).

This annual report is an opportunity for your office to showcase its accomplishments in the continued efforts to comply with Title VI and in engaging communities on a wide range of transportation issues and projects. Typically, CRBRC staff will meet with a point of contact in each program area to better understand the program area and to discuss goals. This year we are asking to meet with a person in your program area that you think would be able to help us understand your program area, that would be able to explain the Title VI goals for next year, and discuss any updates over the past year.

As a reminder, Title VI refers to Title VI of the Civil Rights Act of 1964 and all subsequent amendments which prohibit discrimination on the basis of race, color, and national origin. It also refers to FHWA's Title VI Program, which is broader in scope than the laws as it both prohibits discrimination and requires agencies to take actions to ensure non-discrimination on the basis of race, color, national origin, sex, age, and disability.

Below, is a list of goals that your office developed last year and questions that we need answered regarding your program area. Our discussions and your report do not need to be limited to these questions. Once I receive the point of contact for your program area, I will set a meeting to discuss this information further. Please feel free to contact me with any questions or concerns.

**Environmental Goals from FFY 2015**

1. Environmental staff will continue to engage in activities to enhance access to all populations. One strategy will be to consider Environmental Justice earlier in the environmental review process. EPB will come up with a preliminary public involvement strategy at the scoping stage to learn more about the communities in the given project area. Please describe how you have accomplished this goal.
   - How have you engaged in activities to enhance access to all populations?
   - Has EPA and the regional staff developed a preliminary public involvement strategy at the scoping stage? If so, please describe.
   - Are there other ways in which staff has learned more about the communities in given project areas?
   - Was this goal accomplished? If so, how? If not, what has been done to make progress towards accomplishing this goal?

2. Environmental Staff will continue to ensure that minority and LEP populations impacted by the I-70 East Project are provided full access to the project planning process.
   - Was this goal accomplished? If so, how?
   - Please describe how the Environmental Staff has made progress towards this goal.
   - Have any new responsibilities resulted from creating this goal?
3. Environmental staff will continue to explore researching the topic of identifying low-income populations in order to provide better guidance in the CDOT NEPA Manual.
   • Was this goal accomplished? If so, how? If not, has any progress been made towards accomplishing this goal? Please describe.
   • Has the Environmental staff discovered/created new methods of identifying low-income populations? Has guidance in the NEPA Manual improved regarding identifying low-income populations?

4. What are the goals for next year 2016-2017?

Please feel free to provide any additional information regarding your program’s goals and accomplishments.
APPENDIX E:
Connect2DOT Program Overview
Connect2DOT

Connecting Small Business with Transportation Project Opportunities and Support Services

The Connect2DOT program is an innovative partnership between the Colorado Small Business Development Center Network (SBDC) and the Colorado Department of Transportation (CDOT) designed to help small businesses in the transportation industry become more competitive and successful in contracting with CDOT and other local transportation agencies.

The following services are provided FREE for contractors and design and engineering firms interested in pursuing transportation-related projects and growing their business.

Consulting
- DBE/ESB Certification
- Contractor/A&E Prequalification
- Cost Accounting/Certified Payroll
- Finance/Bonding
- HR/Operations
- Procurement/Marketing to Primes
- Estimating/Bidding
- Teaming/Statement of Interest
- Project Mgmt/Contractor Compliance
- Contract Management/Legal

Training
Workshops are offered as webinars and at various SBDC locations. Visit the website www.connect2dot.org for a list of upcoming workshops or www.coloradosbdc.org to view the statewide training schedule.
- Introduction to Contracting with CDOT
- Next Level Contracting with CDOT
- Applying for DBE Certification
- ESB Program Orientation
- Estimating and Bidding Projects
- Managing Construction Risk
- Marketing to Prime Contractors
- Successful Project Management

Technical Support
- Bid Express Online Access
- Download CDOT Project Plans
- Print CDOT Bid Documents
- www.connect2dot.org
- Online Small Business Network
- The Daily Journal Online Access

Outreach and Events
- Industry News and Announcements
- CDOT Project Opportunities
- Reverse Trade Fairs
- Prime Contractor Meet and Greet

CONTACT:
Cathy Kramer
Program Manager
Colorado SBDC Network
1625 Broadway Ste 2700
Denver, CO 80202
P. 720-624-6728
F. 303-604-6314
info@connect2dot.org
www.connect2dot.org
APPENDIX F:
Title VI Requirements for CDOT Sub-recipients
Title VI Requirements for FHWA Subrecipients

Colorado Department of Transportation
Civil Rights & Business Resource Center

January 2015
Introduction

Title VI of the Civil Rights Act of 1964 and related non-discrimination statutes require that recipients of federal financial assistance ensure that no one is excluded from participation in, denied the benefits of, or subjected to discrimination on the basis of race, color, national origin, sex, age, or disability in any federally-assisted program and activity. Title VI should not be confused with Title VII, which prohibits employment discrimination.

For Title VI purposes, the term “program or activity” means all of the operations of a department, agency, special district, or other instrumentality of a local government. For example, if a local agency’s public works department receives any federal financial assistance, Title VI program requirements apply to every part of that public works department whether federally funded or not. However, Title VI program requirements do not apply to all other departments of the local agency unless the federal assistance is transferred to such departments.

While the original Title VI law only prohibits discrimination on the basis of race, color and national origin, FHWA’s “Title VI Program” incorporates related statutes that have been passed since 1964 and, therefore, prohibits discrimination on the basis of race, color, national origin, sex, age, and disability. Subrecipients must also comply with federal policies regarding environmental justice and limited-English proficiency. The U.S. Department of Transportation (USDOT)’s Title VI implementing regulations are contained in 49 CFR Part 21 and the Federal Highway Administration (FHWA)’s Title VI regulations are in 23 CFR Part 200.

Agencies that receive federal funds from CDOT are referred to as subrecipients. Subrecipients that receive FHWA funds through CDOT are required to establish a Title VI program that is subject to review by CDOT pursuant to 23 CFR 200.9(b)(7). The purpose of the program is to not only prohibit discrimination but to ensure non-discrimination through policies, procedures and regular program reviews.

CDOT’s Civil Rights & Business Resource Center (CRBRC) monitors CDOT subrecipients for Title VI compliance. The following is a summary of items that are required as part of a subrecipient’s Title VI program.
A. Title VI Plan

Subrecipients are required to submit a Title VI Plan to the CRBRC that documents procedures used for complying with FHWA’s Title VI requirements. Subrecipients may create their Title VI Plan using CDOT’s Title VI template, which is available at https://www.coloradodot.info/business/civilrights/accessibility/titlevi/title-vi-assets/title-vi-plan-template/view.

Whether the subrecipient uses CDOT’s template or develops its own format for a Title VI Plan, it must contain the following:

- **Non-discrimination Policy Statement:** A subrecipient must provide a statement of its commitment to non-discrimination and Title VI compliance that is signed by its top official and circulated throughout the organization and general public. The policy statement must define federal financial assistance and delineate specific forms of prohibited discrimination. For an example, CDOT’s Nondiscrimination Policy is available at http://www.coloradodot.info/business/civilrights/accessibility/titlevi.

- **Standard DOT Assurances:** A Title VI Plan must include the USDOT’s Standard Title VI Assurance in which the subrecipient assures that its program will be conducted in a non-discriminatory manner. The Standard Assurance should have been included and signed with your agency’s intergovernmental agreement with CDOT. The subrecipient must ensure that it has a copy of a signed Standard Assurance or executes one to be included in the plan. The subrecipient is also responsible for ensuring that the applicable appendix of the Standard Assurance is included in each federally-assisted contract. A template of the Standard Assurance and its appendices is available at https://www.coloradodot.info/business/civilrights/accessibility/titlevi/standard-dot-title-vi-assurance.html.

- **Title VI Coordinator:** The subrecipient must designate a Title VI Coordinator who is responsible for managing and monitoring Title VI compliance, providing reports to CDOT, and handling Title VI complaints.

- **Primary Program Area Descriptions:** The Title VI Plan must describe the nature of the subrecipient’s primary program areas and the way in which the subrecipient seeks to ensure non-discrimination in each area. For example, a city’s public works department may have divisions for transportation planning and right of way services. Each of these program areas has unique Title VI-related responsibilities to ensure non-discrimination. For example, Planning must ensure equal access to the planning process and equal consideration of the interest of minority populations and Right of Way must ensure equal treatment of minorities throughout the acquisition process.
- **Monitoring and Review Process:** The subrecipient must develop procedures for identifying and addressing potential discrimination or discriminatory procedures within the agency. The Title VI Plan must include a description of how the subrecipient’s pertinent program areas are reviewed for Title VI compliance and outline procedures to eliminate and address discrimination and resolve deficiencies when non-compliance occurs. Subrecipients administering federal aid contracts are also required to monitor prime contractors and subcontractors for Title VI compliance.

- **Notice of Rights:** Members of the public must be informed of their rights against discrimination under Title VI and how they can file a Title VI discrimination complaint. The Notice must be made available on the agency’s website and be posted in locations accessible to the public. For an example, CDOT’s notice is available at [https://www.coloradodot.info/business/civilrights/accessibility/titlevi](https://www.coloradodot.info/business/civilrights/accessibility/titlevi). If more than five percent of the subrecipient’s population in its service area is limited English proficient (LEP), the notice must be translated into the applicable language of that population.

- **Complaint Procedures:** Subrecipients must develop procedures for investigating and tracking Title VI discrimination complaints pursuant to 23 CFR 200.9(b)(3). The complaint procedures must be disseminated by the local agency internally and externally. At a minimum, the complaint procedures must be posted on the subrecipient’s website. For an example, CDOT’s complaint procedure is available at [http://www.coloradodot.info/business/civilrights/accessibility/titlevi](http://www.coloradodot.info/business/civilrights/accessibility/titlevi). If more than five percent of the subrecipient’s population in its service area is limited English proficient (LEP), the notice must be translated into the applicable language of that population.

- **Complaint Investigation and Tracking.** Any complaints directly against the local agency and/or an employee of the local agency must be forwarded to CDOT for investigation. Local agencies are required to investigate complaints against its subrecipients, contractors, consultants, and anyone else acting on its behalf. Such complaints must be investigated within 60 days of receipt and a final investigative report must be submitted to CDOT for review. Complaints must be investigated by someone knowledgeable in Title VI and discrimination investigations. Contact CDOT’s Civil Rights & Business Resource Center if your agency does not have anyone qualified to investigate complaints or if a conflict of interest may exist.

- **Data Collection and Analysis:** The subrecipient is required to develop procedures for the collection of statistical data (race, color, sex, and national origin) of participants in, and beneficiaries of the subrecipient’s programs. See 23 CFR 200.9(b)(4). Collecting data helps identify and prioritize problem areas and evaluate the effectiveness of policies and programs to ensure non-discrimination. The Title VI Plan must describe how the subrecipient plans to collect Title VI-related data on an on-going basis. For example, the subrecipient may collect data such as meeting attendees, board member demographics, persons affected by acquisitions and relocations, impacted communities, etc. Results of
the analysis should be reported on a yearly basis in the Annual Goals and Accomplishments Report.

- **Public Participation:** The Title VI Plan must describe procedures for eliciting and soliciting participation by minority communities. The Title VI Plan must identify how the subrecipient communicates with and conducts outreach to minority and limited-English proficient (LEP) individuals. The process must address how input from minority populations is considered during agency decision-making.

**B. Language Assistance Plan**

LEP individuals are those individuals for whom English is not their primary language and have a limited ability to speak, read, write, or understand English. Failure to provide language assistance for LEP persons may result in national origin discrimination. Therefore, pursuant to Executive Order 13166, FHWA subrecipients are required to perform an LEP analysis of their service area and develop a plan for providing language assistance and outreach to LEP populations.

The following is the four-factor analysis which should be used to determine what measures are necessary to provide meaningful access for LEP individuals:

1. **Identify the number or proportion** of LEP persons likely to be encountered by the subrecipient.
2. **Determine the frequency** with which LEP persons come into contact with the subrecipient.
3. **Determine Importance** of the program, activity, or service provided.
4. **Identify the resources** available to the subrecipient and the costs.


The Language Assistance Plan must be distributed throughout the subrecipient’s agency. The agency should record requests for language assistance and measures taken to assist LEP Persons. This information must be included in the annual report to CDOT.

**C. Adherence to Environmental Justice Principles**

Executive Order 12898 directs federal agencies to identify and address the disproportionately high and adverse human health and environmental effects of their actions on minority and low-income populations. Subrecipients are required to comply with the federal government’s Environmental Justice (EJ) policy by integrating EJ principles into their programs. This can be accomplished by describing how minority and low-income data is collected, describing how EJ
populations are included in public participation activities, and analyzing how a subrecipients’ actions impact EJ populations. For more information, visit CDOT’s Environmental Justice webpage at http://www.colorado.gov/business/civilrights/accessibility/titlevi/ej.

D. Annual Goals and Accomplishment Report

The subrecipient is required to prepare an annual report describing its Title VI compliance efforts for each program area from the previous year. A summary of Title VI complaints must also be included. The report will also include the subrecipient’s goals and work plan for the following year. Subrecipients can satisfy this requirement by completing CDOT’s subrecipient Annual Goals and Accomplishment Report template, which will be available soon.

E. CDOT Compliance Reviews

CDOT is responsible for conducting compliance reviews of its subrecipients. Compliance reviews focus on determining whether the subrecipient has met the criteria of FHWA’s Title VI program and how effective the subrecipient is at ensuring nondiscrimination. CDOT staff may evaluate the subrecipient’s Title VI Plan and related documents, interview individuals with Title VI responsibilities, and/or conduct a site visit as part of the process.

Completed Title VI and Language Assistance Plans should be readily available for CDOT review. If you would like assistance in completing these plans, contact the CDOT CRBRC at the information provided below.
Title VI Resources

Title VI Plan Template

Standard DOT Assurance

U.S. DOT LEP Guidance

FHWA Investigating External Complaints of Discrimination
http://www.fhwa.dot.gov/civilrights/programs/icod.cfm

Contact Us

CDOT Civil Rights & Business Resource Center
4201 East Arkansas Avenue, Suite 150
Denver, CO 80222

Erik Lacayo, Title VI Specialist
(303)757-9060
erik.lacayo@state.co.us

Katherine Williams, Title VI Supervisor
(303)757-9162
katherine.williams@state.co.us
APPENDIX G:

Discrimination Complaint Procedure (English)
CDOT Discrimination Complaint Procedure

Federal law prohibits discrimination on the basis of race, color, national origin, age, sex, or disability in any CDOT program or activity. This prohibition applies to all branches of CDOT, agencies and organizations that receive money from CDOT, contractors, consultants, and anyone else who acts on CDOT’s behalf.

Federal law requires that CDOT investigate, track, and report discrimination complaints. Complaints must be filed in writing and will be investigated within sixty days of submission. If you need assistance to file your complaint or need interpretation services, please contact the CDOT Civil Rights and Business Resource Center (CRBRC) toll free at (800) 925-3427.

Este procedimiento de queja y el Formulario de Queja de Discriminación están disponibles en español en www.coloradodot.info/business/civilrights/espanol.html o llamando a la línea gratuita (800) 925-3427.

**Who is eligible to file a complaint?**

Anyone who believes they have been excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any CDOT program or activity because of their race, color, national origin, age, sex, or disability may file a complaint.

Discrimination includes lack of access, harassment, retaliation and disparate impacts from a program or activity. Harassment includes a wide range of abusive and humiliating verbal or physical behaviors. Retaliation includes intimidating, threatening, coercing, or engaging in other discriminatory conduct against anyone because they filed a complaint or otherwise participated a discrimination investigation.

**How do you file a complaint?**

Complaints must be filed in writing within **180 days** from the last date of the alleged discrimination. However, contact the CRBRC if you believe your complaint may fall outside this deadline.

CDOT will make reasonable efforts to assist persons with disabilities, non-English speakers, and others unable to file a written complaint. For assistance in filing a complaint, please contact the Civil Rights & Business Resource Center at (800) 925-3427.

While not required, complainants are encouraged to use the Discrimination Complaint Form which can be found at www.coloradodot.info/business/civilrights.
Complaints may be submitted via email, fax or in person to one of the following:

**CDOT CRBRC (Headquarters)**
Title VI Coordinator  
4201 East Arkansas Ave., Room 150  
Denver, CO 80222  
dot_civilrights@state.co.us  
Phone: (800) 925-3427  
Fax: (303) 952-7088

**CDOT Region 1 Civil Rights Office**
Regional Civil Rights Manager  
2000 South Holly Street  
Denver, CO 80222  
Phone: (303) 757-9385  
Fax: (303) 365-7033

**CDOT Region 2 Civil Rights Office**
Regional Civil Rights Manager  
905 Erie Ave.  
Pueblo, CO 81002  
Phone: (719) 546-5432  
Fax: (719) 562-5525

**CDOT Region 3 Civil Rights Office**
Regional Civil Rights Manager  
222 South 6th St.  
Grand Junction, CO 81501-2769  
Phone: (970) 683-6227  
Fax: (970) 683-6210

**CDOT Region 4 Civil Rights Office**
Regional Civil Rights Manager  
1420 2nd Street  
Greeley, CO 80632  
Phone: (970) 350-2107  
Fax: (970) 350-2178

**CDOT Region 5 Civil Rights Office**
Regional Civil Rights Manager  
3803 N. Main Ave.  
Durango, CO 81301  
Phone: (970) 385-1403  
Fax: (970)385-1429

Complaints may also be filed directly with one of the following agencies:

**Federal Highway Administration, Colorado Division**
12300 West Dakota Avenue, Suite 180  
Lakewood, Colorado 80228  
Phone: (720) 963-3000  
Fax: (720) 963-3001

**Federal Transit Administration, Region 8**
1961 Stout Street  
Suite 13-301  
Denver, CO 80202  
Phone: (303) 362-2400  
Fax: (303) 362-2424

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Updated October 2016
What happens after a complaint is filed with CDOT?

Most complaints will be investigated within **sixty days**. Investigating a complaint includes interviewing all parties involved and key witnesses. The investigator may also request relevant information such as books, records, electronic information, and other sources of information from all involved parties.

Complaints related to employment with CDOT will be investigated by the Office of Strategic Workforce Solutions or regional civil rights staff in accordance with CDOT policy. All other complaints will be investigated by the CRBRC or regional civil rights staff and, upon completion of the investigation, formal findings will be issued to the complainant. You may specify if there is a particular individual or individuals that you feel should not investigate your complaint due to conflict of interest or other reasons.

In some cases, CDOT must forward complaints to either the Federal Highway Administration or Federal Transit Administration for investigation. If your complaint is forwarded to one of these agencies, you will be provided the name and contact information of the federal employee handling your complaint.

Federal law prohibits retaliation against individuals because they have filed a discrimination complaint or otherwise participated in a discrimination investigation. Any alleged retaliation should be reported in writing to the investigator.

Questions?

Contact the Civil Rights & Business Resource Center toll free at (800) 925-3427 or email dot_civilrights@state.co.us
APPENDIX H:
Discrimination Complaint Procedure
(Spanish)
Procedimiento para quejas por discriminación del CDOT

Las leyes federales prohíben la discriminación en base a la raza, el color, el país de procedencia, la edad, el sexo o las discapacidades en todos los programas y en todas las actividades del CDOT. Esta prohibición se aplica a todas las ramas del CDOT y a los organismos y a las organizaciones que reciben dinero del CDOT, contratistas, consultores y cualquier otra persona que actúe en representación del CDOT.

Las leyes federales requieren que el CDOT investigue, controle e informe las quejas por discriminación. Las quejas deben presentarse por escrito y se investigarán dentro de los sesenta días posteriores a recibirse. Si necesita ayuda para presentar su queja o necesita servicios de interpretación, comuníquese con el Centro de Recursos de Derechos Civiles y Negocios (Civil Rights and Business Resource Center, CRBRC) del CDOT en el (800) 925-3427 (llamada gratuita).

¿Quiénes son elegibles para presentar una queja?

Toda persona que piense que ha sido excluida de la participación, que le negaron beneficios o que sufrió discriminación en relación con cualquier programa o actividad del CDOT debido a su raza, color, país de procedencia, edad, sexo o discapacidad puede presentar una queja.

La discriminación incluye falta de acceso, acoso, represalias e impactos desproporcionados en un programa o en una actividad. El acoso incluye una extensa variedad de conductas verbales o físicas abusivas y humillantes. Las represalias incluyen la intimidación, las amenazas, la coacción o las conductas discriminatorias contra una persona por haber presentado una queja o haber participado en una investigación de discriminación.

¿Cómo se presentan las quejas?

Las quejas deben presentarse por escrito dentro de los 180 días posteriores a la fecha de la presunta discriminación. Sin embargo, comuníquese con el CRBRC si piensa que su queja puede estar fuera de este plazo límite.

El CDOT tomará medidas razonables para asistir a las personas con discapacidades o que no hablen inglés y a otras personas que no puedan presentar una queja por escrito. Para obtener ayuda para presentar una queja, comuníquese con el Centro de Recursos de Derechos Civiles y Negocios (Civil Rights and Business Resource Center) en el (800) 925-3427.

Aunque esto no es obligatorio, se recomienda a las personas que presentan la queja que usen el formulario de quejas por discriminación que se encuentra en www.coloradodot.info/business/civilrights/espanol.html
Las quejas pueden presentarse por correo electrónico, fax o en persona a:

**CDOT CRBRC (Headquarters)**
Coordinador de Título VI (Title VI Coordinator)
4201 East Arkansas Ave., Room 150
Denver, CO 80222
dot_civilrights@state.co.us
Teléfono: (800) 925-3427
Fax: (303) 952-7088

**CDOT Region 1 Civil Rights Office**
Gerente regional de derechos civiles (Regional Civil Rights Manager)
2000 South Holly Street
Denver, CO 80222
Teléfono: (303) 757-9385
Fax: (303) 365-7033

**CDOT Region 2 Civil Rights Office**
Gerente regional de derechos civiles (Regional Civil Rights Manager)
905 Erie Ave.
Pueblo, CO 81002
Teléfono: (719) 546-5432
Fax: (719) 562-5525

**CDOT Region 3 Civil Rights Office**
Gerente regional de derechos civiles (Regional Civil Rights Manager)
222 South 6th St.
Grand Junction, CO 81501-2769
Teléfono: (970) 683-6227
Fax: (970) 683-6210

**CDOT Region 4 Civil Rights Office**
Gerente regional de derechos civiles (Regional Civil Rights Manager)
1420 2nd Street
Greeley, CO 80632
Teléfono: (970) 350-2107
Fax: (970) 350-2178

**CDOT Region 5 Civil Rights Office**
Gerente regional de derechos civiles (Regional Civil Rights Manager)
3803 N. Main Ave.
Durango, CO 81301
Teléfono: (970) 385-1403
Fax: (970) 385-1429

También pueden presentarse quejas directamente ante uno de estos organismos:

**Federal Highway Administration, Colorado Division**
12300 West Dakota Avenue, Suite 180
Lakewood, Colorado 80228
Phone: (720) 963-3000
Fax: (720) 963-3001

**Federal Transit Administration, Region 8**
1961 Stout Street
Suite 13-301
Denver, CO 80220
Teléfono: (303) 362-2400
Fax: (303) 362-2424
¿Qué ocurre después de presentar una queja ante el CDOT?

La mayoría de las quejas se investigan dentro de los sesenta días. La investigación de una queja incluye entrevistar a todos los participantes y a los testigos principales. El investigador también puede solicitar información pertinente como libros, registros, información electrónica y otras fuentes de información de todos los participantes.

Las quejas relacionadas con el empleo en el CDOT serán investigadas por la Oficina de Soluciones Estratégicas de la Fuerza Laboral (Office of Strategic Workforce Solutions) o por el personal de derechos civiles en conformidad con las políticas del CDOT. Todas las demás quejas serán investigadas por el CRBRC o por el personal de derechos civiles y, después de finalizada la investigación, se enviarán las determinaciones formales a la persona que presentó la queja. Puede especificar si hay personas en específico que piensa que no deben investigar su queja debido a conflictos de intereses u otros motivos.

En algunos casos, el CDOT debe enviar las quejas a la Administración Federal de Carreteras (Federal Highway Administration) o a la Administración Federal de Tránsito (Federal Transit Administration) para su investigación. Si se le envía su queja a alguno de estos organismos, se le proporcionará el nombre y la información de contacto del empleado federal que se ocupará de su queja.

Las leyes federales prohíben las represalias contra las personas por presentar una queja por discriminación o por participar en una investigación de discriminación. Toda presunta represalia debe informarse por escrito al investigador.

¿Tiene alguna pregunta?

Comuníquese con el Centro de Recursos de Derechos Civiles y Negocios (Civil Rights and Business Resource Center) en el (800) 925-3427 (llamada gratuita) o por correo electrónico a dot_civilrights@state.co.us
APPENDIX I:
Discrimination Complaint Form
(English)
Discrimination Complaint Form

Please complete this form to the best of your ability. If you need translation or other assistance, contact the Civil Rights and Business Resource Center at (800) 925-3247.

Name__________________________________________ Address__________________________________________ City________ ______ Zip______
Phone: Home____________________ Work____________________ Mobile____________________ Email:________________________

Basis of Complaint (check all that apply):
Race □ Age □
Color □ Disability □
national Origin □ Retaliation □
Sex/Gender □

Are you a CDOT employee? Yes □ No □

Is this complaint against CDOT and/or a CDOT employee? Yes □ No □

Who discriminated against you?
Name________________________
Name of Organization_________________________________________________________
Address__________________________________________ City________ ______ Zip______
Telephone________________________

How were you discriminated against? (Attach additional pages if more space is needed)
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
Where did the discrimination occur?


Dates and times discrimination occurred?


Were there any other witnesses to the discrimination?

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization/Title</th>
<th>Work Telephone</th>
<th>Home Telephone</th>
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How would you like to see this situation resolved?


Have you filed your complaint, grievance, or lawsuit with any other agency or court?

Who ___________________________ When ___________________________
Status (pending, resolved, etc.) ___________________________
Result, if known ___________________________
Complaint number, if known ___________________________

Do you have an attorney in this matter?

Name ___________________________ Phone ___________________________
Address ___________________________ City ___________________________ Zip ___________________________

Signed ___________________________ Date ___________________________
Civil Rights & Business Resource Center
Title VI Coordinator
4201 East Arkansas Ave., Room 150
Denver, CO 80222
dot_civilrights@state.co.us
Phone: (800) 925-3427
Fax: (303) 952-7088

CDOT Region 1 Civil Rights Office
Regional Civil Rights Manager
2000 South Holly Street
Denver, CO 80222
Phone: (303) 757-9385
Fax: (303) 365-7033

CDOT Region 2 Civil Rights Office
Regional Civil Rights Manager
905 Erie Ave.
Pueblo, CO 81002
Phone: (719) 546-5432
Fax: (719) 562-5525

CDOT Region 3 Civil Rights Office
Regional Civil Rights Manager
222 South 6th St.
Grand Junction, CO 81501-2769
Phone: (970) 683-6227
Fax: (970) 683-6210

CDOT Region 4 Civil Rights Office
Regional Civil Rights Manager
1420 2nd Street
Greeley, CO 80632
Phone: (970) 350-2107
Fax: (970) 350-2178

CDOT Region 5 Civil Rights Office
Regional Civil Rights Manager
3803 N. Main Ave.
Durango, CO 81301
Phone: (970) 385-1403
Fax: (970)385-1429

Complaints may also be filed directly with one of the following agencies:

Federal Highway Administration, Colorado Division
12300 West Dakota Avenue, Suite 180
Lakewood, Colorado 80228
Phone: (720) 963-3000
Fax: (720) 963-3001

Federal Transit Administration, Region 8
1961 Stout Street, Suite 13-301
Denver, Colorado 80202
Phone: (303) 362-2400
Fax: (303) 362-2424

Updated May 2014
APPENDIX J:
Discrimination Complaint Form
(Spanish)
Formulario de quejas por discriminación

Complete este formulario lo mejor que pueda. Si necesita ayuda con una traducción o de otro tipo, comuníquese con el Centro de Recursos de Derechos Civiles y Negocios (Civil Rights and Business Resource Center) en el (800) 925-3247.

Nombre ___________________________ Dirección ___________________________ Ciudad _____________ Código postal _____________
Teléfono: Personal ___________________________ Laboral ___________________________ Celular ___________________________
Correo electrónico: ___________________________

Fundamento de la queja (marque todas las opciones que correspondan):
Raza ☐ Edad ☐
Color ☐ Discapacidad ☐
País de procedencia ☐ Represalia ☐
Sexo/género ☐

¿Es empleado de CDOT? ☐ Sí ☐ No ☐
¿Esta queja es contra CDOT o un empleado de CDOT? ☐ Sí ☐ No ☐

¿Quién discriminó en su contra?
Nombre ___________________________
Nombre de la organización ___________________________
Dirección ___________________________ Ciudad _____________ Código postal _____________
Teléfono ___________________________

¿De qué manera discriminaron en su contra? (Adjunte más páginas si necesita más espacio).
_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________

¿Dónde ocurrió la discriminación?

Última actualización mayo de 2014

Página 1
Indique las fechas y las horas en que ocurrió la discriminación

¿Hubo testigos de la discriminación?

<table>
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<tr>
<th>Nombre</th>
<th>Organización/cargo</th>
<th>Teléfono laboral</th>
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</table>

¿De qué manera le gustaría que se resuelva esta situación?

¿Presentó su queja, descargo o juicio ante otro organismo o en los tribunales?

Quién ______________________________ Cuándo ______________________________
Estado (pendiente, resuelto, etc.) ______________________________ Resultado, si lo conoce ______________________________
Número de queja, si lo conoce ______________________________

¿Tiene un abogado para este tema?

Nombre ______________________________ Teléfono ______________________________
Dirección ______________________________ Ciudad ______________________________ Código postal ______________________________

Firma __________________________________ Fecha ______________________________

Pueden enviarse quejas por correo electrónico, por fax o en persona a:

Última actualización mayo de 2014
Civil Rights & Business Resource Center
Coordinador de Título VI (Title VI Coordinator)
4201 East Arkansas Ave., Room 150
Denver, CO 80222
dot_civilrights@state.co.us
Teléfono: (800) 925-3427
Fax: (303) 952-7088

CDOT Region 1 Civil Rights Office
Gerente regional de derechos civiles
(Regional Civil Rights Manager)
2000 South Holly Street
Denver, CO 80222
Teléfono: (303) 757-9385
Fax: (303) 365-7033

CDOT Region 2 Civil Rights Office
Gerente regional de derechos civiles
(Regional Civil Rights Manager)
905 Erie Ave.
Pueblo, CO 81002
Teléfono: (719) 546-5432
Fax: (719) 562-5525

CDOT Region 4 Civil Rights Office
Gerente regional de derechos civiles
(Regional Civil Rights Manager)
1420 2nd Street
Greeley, CO 80632
Teléfono: (970) 350-2107
Fax: (970) 350-2178

CDOT Region 3 Civil Rights Office
Gerente regional de derechos civiles
(Regional Civil Rights Manager)
222 South 6th St.
Grand Junction, CO 81501-2769
Teléfono: (970) 683-6227
Fax: (970) 683-6210

CDOT Region 5 Civil Rights Office
Gerente regional de derechos civiles
(Regional Civil Rights Manager)
3803 N. Main Ave.
Durango, CO 81301
Teléfono: (970) 385-1403
Fax: (970) 385-1429

También pueden presentarse quejas directamente ante los siguientes organismos:

Federal Highway Administration, Colorado Division
12300 West Dakota Avenue, Suite 180
Lakewood, Colorado 80228
Teléfono: (720) 963-3000
Fax: (720) 963-3001

Federal Transit Administration, Region 8
1961 Stout Street
Suite 13-301
Denver, CO 80202
Teléfono: (303) 362-2400
Fax: (303) 362-2424

Última actualización mayo de 2014
Página 3
APPENDIX K:
Public Notice (English)
Request for Access to CDOT Programs & Activities

It is CDOT’s objective to provide access to CDOT programs and activities for all individuals.

The following services are available:

Interpretation & Translation Services: CDOT provides reasonable language assistance free of charge upon request. Contact the Civil Rights & Business Resource Center at (800) 925-3427 to make translation or interpretation requests related to any CDOT public meeting or service.

Access for the Visually and Hearing Impaired: Dial 711 or (800) 659-3656 to reach Relay Colorado. Relay Colorado is a free service that provides full telephone access to people who are deaf, hard of hearing, deaf-blind, or speech-disabled.

Accessible Meeting Locations & Facilities: CDOT strives to provide services and hold meetings in locations accessible to people with disabilities. Contact the Civil Rights & Business Resource Center at (800) 925-3427 to make an accommodation request.

Your Rights Against Discrimination

The Colorado Department of Transportation operates its programs and services without regard to race, color, national origin, sex, age, and disability. Anyone who believes they have been excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any CDOT program or activity because of their race, color, national origin, age, sex, or disability may file a discrimination complaint with CDOT, the Federal Highway Administration, or the Federal Transit Administration.

To file a complaint, please contact one of the following:

<table>
<thead>
<tr>
<th>CDOT Civil Rights &amp; Business Resource Center</th>
<th>Federal Highway Administration, Colorado Division</th>
<th>Federal Transit Administration, Region 8</th>
</tr>
</thead>
<tbody>
<tr>
<td>4201 East Arkansas Ave., Room 150</td>
<td>12300 West Dakota Avenue, Suite 180</td>
<td>1961 Stout Street, Suite 13-301</td>
</tr>
<tr>
<td>Denver, CO 80222 (800) 925-3427</td>
<td>Lakewood, CO 80228 (720) 963-3000</td>
<td>Denver, CO 80202 (303) 362-2400</td>
</tr>
<tr>
<td><a href="mailto:dot_civilrights@state.co.us">dot_civilrights@state.co.us</a></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Si necesita información en Español, favor contactar (800) 925-3427.
APPENDIX L:
Public Notice (Spanish)
Solicitud de acceso a los programas y a las actividades del CDOT

El CDOT tiene el objetivo de proporcionar acceso a sus programas y a sus actividades a todas las personas.

**Están disponibles los servicios siguientes:**

Servicios de interpretación y traducción: El CDOT proporciona ayuda razonable en otros idiomas a pedido. Comuníquese con el Centro de Recursos de Negocios y Derechos Civiles (CRBRC) en el (800) 925-3427 para solicitar traducciones o interpretaciones en relación con cualquier reunión pública o servicio del CDOT.

Acceso para las personas con problemas visuales y auditivos: Marque 711 o (800) 659-3656 para comunicarse con Relay Colorado. **Relay Colorado** es un servicio gratuito que ofrece acceso telefónico completo a las personas sordas, que tienen problemas para escuchar, sordas y ciegas o que tienen problemas del habla.

Ubicaciones para las reuniones e instalaciones: El CDOT se esfuerza por proporcionar servicios y llevar a cabo reuniones en ubicaciones accesibles para las personas con discapacidades. Comuníquese con el CRBRC en el (800) 925-3427 para solicitar accesibilidad.

**Sus derechos contra la discriminación**

El Departamento de Transporte de Colorado (CDOT) opera sus programas y servicios sin discriminar respecto de la raza, el color, el país de procedencia, el sexo, la edad o las discapacidades. La persona que piense que la excluyeron de la participación, que no lograron beneficios o que sufrió discriminación en relación con cualquier programa o actividad del CDOT debido a su raza, color, país de procedencia, edad, sexo o discapacidad puede presentar una queja ante el CDOT, la Administración Federal de Carreteras (Federal Highway Administration) o la Administración Federal de Tránsito (Federal Transit Administration).

Para presentar una queja, comuníquese con uno de los siguientes:

<table>
<thead>
<tr>
<th>CDOT Civil Rights &amp; Business Resource Center</th>
<th>Federal Highway Administration, Colorado Division</th>
<th>Federal Transit Administration, Region 8</th>
</tr>
</thead>
<tbody>
<tr>
<td>4201 East Arkansas Ave., Room 150</td>
<td>12300 West Dakota Avenue, Suite 180</td>
<td>1961 Stout Street, Suite 13-301</td>
</tr>
<tr>
<td>Denver, CO 80222</td>
<td>Lakewood, CO 80228</td>
<td>Denver, CO 80202</td>
</tr>
<tr>
<td>(800) 925-3427</td>
<td>(720) 963-3000</td>
<td>(303) 362-2400</td>
</tr>
<tr>
<td><a href="mailto:dot_civilrights@state.co.us">dot_civilrights@state.co.us</a></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
APPENDIX M:
Statewide LEP Data
Colorado LEP Demographic Data

Colorado has a total population of 4,860,145 people. Colorado has a total Limited English Proficient (LEP) population of 310,065, which is 6.4% of Colorado’s overall population. The following table shows the top five languages spoken by LEP persons in Colorado and their percentage of the total Colorado population, according the U.S. Census Bureau.¹

<table>
<thead>
<tr>
<th>Language</th>
<th>Number of LEP Persons</th>
<th>Percent of Colorado Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spanish</td>
<td>226,453</td>
<td>4.66%</td>
</tr>
<tr>
<td>Vietnamese</td>
<td>12,078</td>
<td>0.25%</td>
</tr>
<tr>
<td>Chinese²</td>
<td>10,489</td>
<td>0.22%</td>
</tr>
<tr>
<td>Korean</td>
<td>8,475</td>
<td>0.18%</td>
</tr>
<tr>
<td>African Languages³</td>
<td>7,932</td>
<td>0.17%</td>
</tr>
</tbody>
</table>

Demographic data by county and CDOT Transportation Region

CDOT is geographically structured into five Transportation Regions. The following pages contain LEP demographic data for each CDOT Transportation Region and the counties within in each region using U.S. Census data for people who do not speak English as their primary language and speak English “less than very well.”

Census data is also supplemented with data from the Colorado Department of Education.⁴ The presence of English Language Learners in schools may indicate the presence of greater LEP populations. In addition to the languages listed in the U.S. Census tables, the following pages also list additional languages found in the school data.

CDOT Region 1

CDOT Region 1 is comprised of the five counties listed in the table below. LEP individuals make up 8.8% of Region 1’s total population. LEP individuals that speak Spanish represent 6.4% of Region 1’s population.

---

¹ Data tabulated by the Migration Policy Institute, “Limited English Proficient Individuals in the United States: Linguistic Diversity at the County Level (February 2013).” Data was tabulated using the US Census Bureau’s 2010-2014 American Community Survey, Table B16001 “Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over.” For more information about LEP data, visit [http://www.lep.gov/demog_data/demog_data.html](http://www.lep.gov/demog_data/demog_data.html).

² The US Census Bureau groups the following languages under the “Chinese” language category: Chinese, Hakka, Kan, Hsiang, Cantonese, Mandarin, Fuchow, Formosan, and Wu.

³ The US Census Bureau’s “African language” classification includes Amharic, Afro-Asiatic languages, Nilo-Saharan languages, and Niger-Congo languages. For a full listing of these languages, visit [https://www.census.gov/hhes/socdemo/language/about/](https://www.census.gov/hhes/socdemo/language/about/).

⁴ Colorado Department of Education, English Language Learner student count, grades preschool through 12, October 2015. This data is available upon request from CDOT’s Civil Rights & Business Resource Center.
population. Adams, Arapahoe, and Denver counties have the largest Spanish-speaking LEP populations in Region 1. Other prevalent LEP populations in Region 1 include Vietnamese, Russian, and Korean speakers.

Region 1, U.S. Census Data

<table>
<thead>
<tr>
<th>County</th>
<th>Total Population</th>
<th>Total LEP Population</th>
<th>Spanish LEP Population</th>
<th>Other Languages&lt;sup&gt;5&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adams</td>
<td>424235</td>
<td>52,820 (12.45%)</td>
<td>44,305 (11.2%)</td>
<td>Vietnamese (2,136 people)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Russian (1,000)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Chinese (700)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>African Languages (500)</td>
</tr>
<tr>
<td>Arapahoe</td>
<td>556,245</td>
<td>50,332 (9.05%)</td>
<td>28,310 (5.09%)</td>
<td>Korean (3,467)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>African Languages (2,900)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Russian (2,181)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Vietnamese (2,462)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Chinese (1,873)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Arabic (1,248)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Other Asian&lt;sup&gt;6&lt;/sup&gt; (1,456)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Other Indic&lt;sup&gt;7&lt;/sup&gt; (624)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>French (813)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Tagalog (567)</td>
</tr>
<tr>
<td>Broomfield</td>
<td>50,287</td>
<td>2,601 (4.7%)</td>
<td>1,388 (2.51%)</td>
<td>-</td>
</tr>
<tr>
<td>Clear Creek</td>
<td>8,722</td>
<td>26</td>
<td>18</td>
<td>-</td>
</tr>
<tr>
<td>Denver</td>
<td>589,391</td>
<td>67,832 (11.51%)</td>
<td>51,593 (8.75%)</td>
<td>Chinese (1,975)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Russian (1,653)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Other Indic languages (915)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Vietnamese (3,868)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Arabic (1,191)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>African Languages (2,127)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Other Asian (750)</td>
</tr>
</tbody>
</table>

<sup>5</sup> LEP number estimates are displayed only if 500 persons or more.

<sup>6</sup> The US Census Bureau’s “Other Asian languages” classification includes Turkic languages, Dravidian languages, and Tibetan-Burman languages. For a full listing of these languages, visit [http://www.census.gov/hhes/socdemo/language/about/02_Primary_list.pdf](http://www.census.gov/hhes/socdemo/language/about/02_Primary_list.pdf)

<sup>7</sup> For a full listing the US Census Bureau’s “Other Indic languages,” visit [http://www.census.gov/hhes/socdemo/language/about/02_Primary_list.pdf](http://www.census.gov/hhes/socdemo/language/about/02_Primary_list.pdf).
In addition to the languages listed in the table on the previous page, school data indicates the presence of the following language population groups:

**Adams County:** Hmong, Lao.

**Arapahoe County:** Amharic, Japanese, Burmese, Nepali, Hindi, Pa’o Karen, Tigrigna, Tamil and Somali.

**City and County of Denver:** Burmese, West Central Oromo, Pa’o Karen, Amharic, French, Nepali, Somali, Swahili and Tigrigna.

**Douglas County:** Hindi.

---

8 The languages listed here were not the only languages identified in the Colorado Department of Education data. These languages and the languages listed in the U.S. Census table were the most prevalent languages identified in the Colorado Department of Education data.
CDOT Region 2

CDOT Region 2 is comprised of the 14 counties listed in the table below. LEP individuals make up 4% of Region 2’s population. The largest LEP group is Spanish at 3.6%. Most of the Spanish-speaking LEP population in Region 2 is found in El Paso and Pueblo counties.

Region 2, U.S. Census Data

<table>
<thead>
<tr>
<th>County</th>
<th>Total Population</th>
<th>Total LEP Population</th>
<th>Spanish LEP Population</th>
<th>Other Languages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baca</td>
<td>3,498</td>
<td>89 (2.8%)</td>
<td>71</td>
<td>-</td>
</tr>
<tr>
<td>Bent</td>
<td>5,757</td>
<td>425 (7.38%)</td>
<td>402 (6.98%)</td>
<td>-</td>
</tr>
<tr>
<td>Crowley</td>
<td>5,351</td>
<td>472 (8.82%)</td>
<td>454 (8.48%)</td>
<td>-</td>
</tr>
<tr>
<td>Custer</td>
<td>4143</td>
<td>9 (0.22%)</td>
<td>9 (0.22%)</td>
<td>-</td>
</tr>
<tr>
<td>El Paso</td>
<td>599,826</td>
<td>22932 (3.82%)</td>
<td>14582 (2.43%)</td>
<td>Korean (1,742 people)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>German (659)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Tagalog (542)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Chinese (931)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Vietnamese (930)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Arabic (513)</td>
</tr>
<tr>
<td>Fremont</td>
<td>44,891</td>
<td>2,675 (5.96%)</td>
<td>2,028 (4.52%)</td>
<td>-</td>
</tr>
<tr>
<td>Huerfano</td>
<td>6,367</td>
<td>251 (3.94%)</td>
<td>204 (3.20%)</td>
<td>-</td>
</tr>
<tr>
<td>Kiowa</td>
<td>1,322</td>
<td>7 (0.53%)</td>
<td>7 (0.53%)</td>
<td>-</td>
</tr>
<tr>
<td>Las Animas</td>
<td>14,030</td>
<td>508 (3.62%)</td>
<td>415 (2.96%)</td>
<td>-</td>
</tr>
<tr>
<td>Otero</td>
<td>17,530</td>
<td>996 (4.5%)</td>
<td>885 (5.05%)</td>
<td>-</td>
</tr>
<tr>
<td>Park</td>
<td>15,525</td>
<td>164 (1.06%)</td>
<td>139 (0.90%)</td>
<td>-</td>
</tr>
<tr>
<td>Prowers</td>
<td>11447</td>
<td>775 (6.77%)</td>
<td>688 (6.01%)</td>
<td>-</td>
</tr>
<tr>
<td>Pueblo</td>
<td>150,658</td>
<td>6,632 (4.40%)</td>
<td>5800 (3.58%)</td>
<td>-</td>
</tr>
<tr>
<td>Teller</td>
<td>22,356</td>
<td>235 (1.06%)</td>
<td>111 (0.50%)</td>
<td>-</td>
</tr>
<tr>
<td>Region 2</td>
<td>902,701</td>
<td>36,170 (4.0%)</td>
<td>25,795 (2.8%)</td>
<td>-</td>
</tr>
</tbody>
</table>

In addition to the languages listed in the table above, school data indicates the presence of the following language population groups.10

9 LEP number estimates are displayed only if 500 persons or more.
10 The languages listed here were not the only languages identified in the Colorado Department of Education data. These languages and the languages listed in the U.S. Census table were the most prevalent languages identified in the Colorado Department of Education data.
**EL Paso County:** Nepali.
CDOT Region 3

CDOT Region 3 is comprised of the 15 counties listed in the table below. LEP individuals make up 6.5% of Region 3’s total population. LEP individuals that speak Spanish represent 5.7% of Region 3’s population. The majority of the Spanish-speaking LEP population in Region 3 is located in Eagle and Garfield counties.

Region 3, U.S. Census Data

<table>
<thead>
<tr>
<th>County</th>
<th>Total Population</th>
<th>Total LEP Population</th>
<th>Spanish LEP Population</th>
<th>Other Languages¹¹</th>
</tr>
</thead>
<tbody>
<tr>
<td>Delta</td>
<td>28,813</td>
<td>1,087 (3.8%)</td>
<td>975 (3.4%)</td>
<td>-</td>
</tr>
<tr>
<td>Eagle</td>
<td>49,414</td>
<td>6,220 (12.6%)</td>
<td>5,780 (11.7%)</td>
<td>-</td>
</tr>
<tr>
<td>Garfield</td>
<td>52,410</td>
<td>5,094 (9.7%)</td>
<td>4,943 (9.4%)</td>
<td>-</td>
</tr>
<tr>
<td>Grand</td>
<td>13,704</td>
<td>300 (2.2%)</td>
<td>174 (1.2%)</td>
<td>-</td>
</tr>
<tr>
<td>Gunnison</td>
<td>14,752</td>
<td>317 (2.1%)</td>
<td>238 (1.6%)</td>
<td>-</td>
</tr>
<tr>
<td>Hinsdale</td>
<td>806</td>
<td>0</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Jackson</td>
<td>1,334</td>
<td>9 (0.7%)</td>
<td>9 (0.7%)</td>
<td>-</td>
</tr>
<tr>
<td>Lake</td>
<td>6,753</td>
<td>716 (10.6%)</td>
<td>626 (9.2%)</td>
<td>-</td>
</tr>
<tr>
<td>Mesa</td>
<td>137,942</td>
<td>3,797(2.7%)</td>
<td>3,177 (2.3%)</td>
<td>-</td>
</tr>
<tr>
<td>Moffat</td>
<td>12,322</td>
<td>696 (5.6%)</td>
<td>635 (5.1%)</td>
<td>-</td>
</tr>
<tr>
<td>Montrose¹²</td>
<td>38,534</td>
<td>1,988 (6.3%)</td>
<td>1,899(6.0%)</td>
<td>-</td>
</tr>
<tr>
<td>Pitkin</td>
<td>16,503</td>
<td>667(4.0%)</td>
<td>469(2.8%)</td>
<td>-</td>
</tr>
<tr>
<td>Rio Blanco</td>
<td>6,287</td>
<td>221 (3.3%)</td>
<td>209 (3.3%)</td>
<td>-</td>
</tr>
<tr>
<td>Routt</td>
<td>22,354</td>
<td>592(2.6%)</td>
<td>307 (1.3%)</td>
<td>-</td>
</tr>
<tr>
<td>Summit</td>
<td>27,051</td>
<td>1,940 (7.2%)</td>
<td>1828(6.7%)</td>
<td>-</td>
</tr>
<tr>
<td>Region 3</td>
<td>428979</td>
<td>23,644 (5.5%)</td>
<td>21,269 (4.9%)</td>
<td>-</td>
</tr>
</tbody>
</table>

In addition to the languages listed in the table above, school data indicates the additional presence of the following language population groups:¹³

¹¹ LEP number estimates are displayed only if 500 persons or more.
¹² Parts of Montrose County are located in CDOT Region 3 and Region 5. However, for this LEP Plan, Montrose County data is analyzed as part of Region 3 because much of the county’s population, including the City of Montrose, is located in Region 3.
¹³ The languages listed here were not the only languages identified in the Colorado Department of Education data. These languages and the languages listed in the U.S. Census table were the most prevalent languages identified in the Colorado Department of Education data.
**Gunnison County**: El Nayar Cora.

**Note**: CDOT Region 3 includes counties with many tourists and seasonal workers. The data here does not reflect the languages likely to be encountered because of these groups.
CDOT Region 4

CDOT Region 4 is comprised of the 13 counties listed in the table below. LEP individuals make up 5.5% of Region 4’s total population. LEP individuals that speak Spanish represent 4.5% of Region 4’s population. The majority of the Spanish-speaking LEP population in Region 4 is located in Boulder, Larimer, and Weld counties.

Region 4, U.S. Census Data

| County       | Total Population | Total LEP Population | Spanish LEP Population | Other Languages
|--------------|------------------|----------------------|------------------------|------------------|
| Boulder      | 289,106          | 16,085 (6.2%)        | 12,800 (4.6%)          | Chinese (1,194 people)
|              |                  |                      |                        | Korean (536)
| Cheyenne     | 1,988            | 77 (4.8%)            | 75                     | -                |
| Elbert       | 21,517           | 301 (1.34%)          | 185 (0.82)             | -                |
| Kit Carson   | 7,592            | 480 (6.32%)          | 465 (6.12%)            | -                |
| Larimer      | 294,054          | 6,534 (2.22%)        | 4,324 (1.47%)          | -                |
| Lincoln      | 5,193            | 354 (6.82%)          | 329 (6.34%)            | -                |
| Logan        | 21,476           | 938 (4.37%)          | 890 (4.14%)            | -                |
| Morgan       | 26,222           | 3,416 (13.03%)       | 3,042 (11.60%)         | -                |
| Phillips     | 4,084            | 524 (12.86%)         | 518 (12.68%)           | -                |
| Sedgwick     | 2,244            | 63 (2.81%)           | 59 (2.63%)             | -                |
| Washington   | 4,531            | 109 (2.41%)          | 109 (2.41%)            | -                |
| Weld         | 245,113          | 17,368 (7.09%)       | 15,607 (6.37%)         | -                |
| Yuma         | 9,303            | 744 (8.0%)           | 738 (7.93%)            | -                |
| Region 4     | 932,423          | 46,993 (5.0%)        | 39,141 (4.2%)          | -                |

In addition to the languages listed in the table above, school data indicates the presence of the following language population groups:

Weld County: Burmese, Karen Pa’o, Somali.

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14 LEP number estimates are displayed only if 500 persons or more.
15 The languages listed here were not the only languages identified in the Colorado Department of Education data. These languages and the languages listed in the U.S. Census table were the most prevalent languages identified in the Colorado Department of Education data.
CDOT Region 5

CDOT Region 5 is comprised of the 14 counties listed in the table below. LEP individuals make up 3.3% of Region 5’s total population. LEP individuals that speak Spanish represent 2.3% of Region 5’s population.

Region 5, U.S. Census Data

<table>
<thead>
<tr>
<th>County</th>
<th>Total Population</th>
<th>Total LEP Population</th>
<th>Spanish LEP Population</th>
<th>Other Languages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alamosa</td>
<td>14,937</td>
<td>1,051 (7.04%)</td>
<td>957 (6.41%)</td>
<td>-</td>
</tr>
<tr>
<td>Archuleta</td>
<td>11,516</td>
<td>276 (0.9%)</td>
<td>176 (1.53%)</td>
<td>-</td>
</tr>
<tr>
<td>Chaffee</td>
<td>17,374</td>
<td>562 (1.8%)</td>
<td>559 (3.2%)</td>
<td>-</td>
</tr>
<tr>
<td>Conejos</td>
<td>7,600</td>
<td>604 (7.9%)</td>
<td>575 (7.5%)</td>
<td>-</td>
</tr>
<tr>
<td>Costilla</td>
<td>3,416</td>
<td>408 (11.94%)</td>
<td>395 (11.56%)</td>
<td>-</td>
</tr>
<tr>
<td>Dolores</td>
<td>1,671</td>
<td>2 (0.12%)</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>La Plata</td>
<td>49,689</td>
<td>731 (1.47%)</td>
<td>524 (1.05%)</td>
<td>-</td>
</tr>
<tr>
<td>Mineral</td>
<td>695</td>
<td>5 (0.72%)</td>
<td>5 (0.72%)</td>
<td>-</td>
</tr>
<tr>
<td>Montezuma</td>
<td>23,997</td>
<td>470 (2.1%)</td>
<td>265 (1.10%)</td>
<td>-</td>
</tr>
<tr>
<td>Ouray</td>
<td>4,418</td>
<td>54 (1.22%)</td>
<td>44 (1.0%)</td>
<td>-</td>
</tr>
<tr>
<td>Rio Grande</td>
<td>11,079</td>
<td>751 (7.2%)</td>
<td>715 (6.3%)</td>
<td>-</td>
</tr>
<tr>
<td>Saguache</td>
<td>5,806</td>
<td>655 (11.28%)</td>
<td>637 (10.97%)</td>
<td>-</td>
</tr>
<tr>
<td>San Juan</td>
<td>623</td>
<td>12 (1.93%)</td>
<td>12 (1.93%)</td>
<td>-</td>
</tr>
<tr>
<td>San Miguel</td>
<td>7,194</td>
<td>259 (3.6%)</td>
<td>248 (3.45%)</td>
<td>-</td>
</tr>
<tr>
<td>Region 5</td>
<td>160,015</td>
<td>5,840 (3.6%)</td>
<td>5,112 (3.2%)</td>
<td></td>
</tr>
</tbody>
</table>

In addition to the languages listed in the table above, school data indicates the presence of the following language population groups:

Alamosa: Eastern Q’anjob’al.

Montezuma: Navajo.

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16 A part of Montrose County is also located in CDOT Region 5. However, for this LEP Plan, Montrose County data is analyzed as part of Region 3 because much of the county’s population, including the City of Montrose, is located in Region 3.

17 LEP number estimates are displayed only if 500 persons or more.

18 The languages listed here were not the only languages identified in the Colorado Department of Education data. These languages and the languages listed in the U.S. Census table were the most prevalent languages identified in the Colorado Department of Education data.