

**TITLE VI, ENVIRONMENTAL JUSTICE AND LEP PLAN**

**Spartanburg Area Transportation Study (SPATS)  
Metropolitan Planning Organization (MPO)  
for  
Spartanburg County, South Carolina**

**DRAFT –  
November 30, 2015  
Pending Policy Committee Approval**

Submitted to:  
US Department of Transportation  
Federal Transit Administration  
Office of Civil Rights  
Region IV

## **MPO Information**

RECIPIENT: Spartanburg Area Transportation Study (SPATS)

SUBMITTAL DATE:

EXPIRATION YEAR:

FEDERAL ID:

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## **POLICY STATEMENT (Title VI Notice to the Public)**

**The Spartanburg Area Transportation Study (SPATS) is committed to ensuring equal opportunity for individuals to participate in and benefit from the programs and projects it plans for and/or administers. Whether due to race, color, national origin, sex, age or qualified disability, SPATS strives to ensure that no person shall be excluded from participation in, denied the benefit of, or otherwise be subjected to discrimination in any program under its jurisdiction.**

This statement shall be posted on the SPATS website, circulated throughout SPATS staff and committees, and shall be included by reference in all contracts, agreements, programs and/or services administered by SPATS. Authorities upon which these assurances are based are listed in [Appendix B](#).

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## SUBMISSION OF CIVIL RIGHTS ASSURANCE

By the submission of this plan, Spartanburg Area Transportation Study (SPATS) certifies that, as a condition of receiving Federal financial assistance under various programs administered by the Federal Highway Administration, SPATS will comply with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 USC 2000d – 42 USC 2000d-4 (THE ACT) and that all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-Assisted Programs of the Department of Transportation – Effectuation of Title VI of the Civil Rights Act of 1964 (THE REGULATIONS) and other pertinent directives, no person in the United States shall, on the grounds of race, color, national origin, sex, age or qualified disability, be excluded from participation in, or denied the benefits of, or otherwise be subjected to discrimination under any program or activity for which SPATS receives Federal financial assistance from the Department of Transportation, including the Federal Highway Administration and the Federal Transit Administration, and **hereby gives assurance that it will promptly take any measures necessary to effectuate this agreement.** THIS ASSURANCE IS REQUIRED BY SUBSECTION 21.7(a)(1) OF THE REGULATIONS.

This Assurance is given in consideration of and for the purpose of obtaining any and all federal grants, loans, contracts, property, discounts or other federal financial assistance extended after the date hereof to SPATS under Federal Aid Highway Programs, Federal Transit Administration Programs and other applicable Federal funding programs and is binding on it, other recipients, sub-recipients or sub-grantees, contractors, subcontractors, transferees, successors in interest and other participants in such Federal Aid programs. The person whose signature appears below is authorized to sign this assurance on behalf of SPATS.

---

Lisa Bollinger, SPATS Director

## INTRODUCTION

Title VI of the Civil Rights Act of 1964 (Title VI) ensures that no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance from the Federal Highway Administration. For the SPATS program's purpose, Title VI protections are expanded to include other non-discriminatory protections (sex, age, qualified disability and/or LEP status) conveyed through the issuance of additional Federal Acts, Executive Orders and/or Departmental Circulars outlined in [Appendix B](#).

Spartanburg Area Transportation Study (SPATS) has prepared and submitted this document to ensure compliance with both the spirit and the letter of the requirements set forth in FTA Circular 4702.1B, USDOT Order 1050.2 and other applicable non-discrimination Orders and Acts.

## PROGRAM ADMINISTRATION

SPATS administers its Title VI Program collaboratively – its philosophy and program responsibilities are shared amongst all SPATS personnel. While the SPATS Director, Lisa Bollinger, is ultimately responsible for ensuring SPATS' compliance with Title VI/EJ/LEP requirements, she has designated [Kelley Shippey Gilbert](#), a Senior Planner with SPATS, as the primary point of contact for Title VI/EJ/LEP inquires and/or compliance issues. Complaint procedures and a non-mandatory complaint form are contained in Appendix A.

### List of Active Complaints and Lawsuits

There are no active investigations, complaints or lawsuits alleging discrimination on the basis of race, color, national origin, sex, age or qualified disability with respect to access to or benefit from service or other activities available through SPATS.

### Summary of Civil Rights Compliance Reviews

There has been no Civil Rights Compliance review of SPATS by any outside agency in the last three years.

### Public Participation Plan

SPATS adopted its Public Participation Plan on June 8, 2015; a copy of the plan is available on our website:

[http://spatsmpo.org/bin/dl/SPATS\\_PUBLIC\\_PARTICIPATION\\_PLAN\\_\(June\\_8,\\_2015\).pdf](http://spatsmpo.org/bin/dl/SPATS_PUBLIC_PARTICIPATION_PLAN_(June_8,_2015).pdf)

## Recent Public Outreach Efforts

In an effort to reach out to minority and LEP populations, we have held community outreach meetings at the CC Woodson Recreation Center and at VCOM and have sent a representative to the Spartanburg Hispanic Alliance meetings. We will be enlisting the assistance of members of the Hispanic Alliance to provide translation services for upcoming community meetings regarding our Long Range Transportation Plan (LRTP).

## Transportation System Investments Analysis

With the exception of signalization and intersection improvements and the widening of Highway 9, SPATS has not undertaken any major construction projects in the past three years, nor are any planned for the upcoming period. We are in the process of updating our Long Range Transportation Plan (LRTP), which will focus on enhancing system capacity and safety by employing small adjustments and improvements to existing infrastructure. These planned upgrades will involve public participation prior to their adoption and should have no disparate impact on the communities in their vicinity.

## Monitoring/Review of Contractors and Subs

SPATS will annually review any contractors, subcontractors or subgrantees for compliance with Title VI and other non-discrimination requirements. Reviews will be prioritized based on activities with the largest potential impact on protected populations. Reviewer will examine documentation to confirm compliance with non-discrimination requirements and will report nature and findings of reviews to relevant federal funding organization (FHWA, FTA, etc).

## Public Notification

SPATS shall provide information to the public and employees regarding our organization's commitment to Title VI and other Civil Rights programs. This will serve to inform members of the public and our staff of the protections against discrimination afforded by Title VI and other non-discrimination Acts, Orders and Circulars. This will be accomplished by publishing a non-discrimination notice on SPATS publications as well as on our web site:

[\(http://spatsmpo.org/information/public-participation-and-notices/\)](http://spatsmpo.org/information/public-participation-and-notices/).

The contents of the notice shall include:

- A statement ([Title VI Policy Statement](#)) that the agency operates programs without regard to race, color, national origin, age, sex, and/or qualified disability
- Information on how the public can request additional information about SPATS's non-discrimination policy.



- Information about [who to contact](#) if an issue suggestive of intentional or unintentional discriminatory action or impact is perceived, and [how to file a formal discrimination complaint](#) against SPATS.

### Complaint Procedures

In compliance with 49 CFR Section 21.9(b), SPATS has developed procedures for filing, investigating; and tracking Title VI complaints filed against them. Such procedures shall be made available to the public upon request. SPATS complaint procedures and complaint form are included as [Appendix A](#).

### Additional Information

The SPATS recognizes that it may be asked, at the discretion of the FHWA, for information other than that required by applicable Orders and Circulars or asked to investigate complaints of discrimination or to resolve concerns about possible noncompliance with Title VI. SPATS regards any complaint as serious and meriting investigation and remediation, and will strive to provide any requested information in a swift and accurate manner and resolve any complaint at the earliest possible time and at the lowest possible administrative level.

### Demographics/Maps

Based on 2010 Census figures, the population of the Spartanburg Metropolitan Area is 214,857. The vast majority of individuals (99.27%) reported they were of a single race, as follows:

White	156,018	72.61%
African American	42,537	19.80%
Hispanic/Latino	10,123	4.71%
Asian	4,003	1.86%
Hawaiian/Other Pacific Island	47	<1%
All Other	1,569	<1%

One thousand, five hundred sixty-nine individuals (<1%) said they were of more than one race.

The maps contained in [Appendix C](#) give a visual representation of where individuals live, based on race, age, LEP status and other demographic criteria.

### SPATS Committee Membership/Selection

The composition of SPATS primary governing body, the SPATS Policy Committee, is based on an individual's elected position. As such, SPATS does not have any role in choosing the Policy Committee's membership.

The SPATS Technical Committee is appointed based on an individual's employment; as there are often several individuals who may qualify based on their job function, SPATS does have limited

control over selection of the Technical Committee, which is currently comprised of the following individuals:

Name	Position/Representing	Race	Gender
Lisa Bollinger	Chair/SPATS	W	F
Tim Carter	Spartanburg City Engineering	W	M
Eric Dillon	SCDOT	W	M
Sherry Dull	SPATS	W	F
Wilson Elgin	SCDOT	W	M
Tommy Elrod	SCDOT	W	M
Randall Farr	City of Spartanburg (Traffic)	B	M
Luis Gonzales	SPARTA (City Transit)	H	M
Bob Harkrader	Spartanburg County Planning (Director)	W	M
Jessica Hekter	FHWA	W	F
Joan Holliday	Spartanburg County Planning (Deputy Director)	W	F
Stephanie Jackson-Amell	SCDOT	W	F
Ron Kirby	Spartanburg County Engineering	W	M
Diane Lackey	SCDOT (Freight)	W	F
Kenny Larimore	SCDOT	W	M
Craig Nelson	SCDOT	W	M
Caroline Parris	SPATS	W	F
Penny Phillips	SCDOT	W	F
Laura Ringo	PAL (Bike/Ped)	W	F
Kelley Shippey Gilbert	SPATS/Transit	W	F
Mike Sullivan	SCDOT	W	M

Spartanburg County posts Board/Commission vacancies on its website ([www.spartanburgcounty.org](http://www.spartanburgcounty.org)) and encourages all interested citizens to apply for vacancies. Interested citizens submit a biographical sketch which includes voluntary demographic data (race, gender, etc) in addition to required information.

## LIMITED ENGLISH PROFICIENCY (LEP) PLAN

### Introduction

This Limited English Proficiency (LEP) Plan has been prepared to address SPATS’ responsibility as a recipient of federal financial assistance as it relates to meeting the needs of individuals with limited English language skills. The plan has been prepared in accordance with Title VI of the Civil Rights

Act of 1964, which states that no person shall be subjected to discrimination on the basis of race, color or national origin, and with Executive Order 13166, titled **Improving Access to Services for Persons with Limited English Proficiency**, which applies to all state and local agencies which receive federal funds and indicates that differing treatment based upon a person's inability to speak, read, write or understand English is a type of national origin discrimination.

### Access for LEP Persons

SPATS shall take steps to ensure meaningful access to the benefits, services, information, and other important portions of their programs and activities for individuals who are Limited English Proficient (LEP). Although the most recent survey data from the American Community Survey (ACS) indicates that the population of LEP individuals in Spartanburg County is likely less than 2.3%, SPATS staff will make every effort to provide translators and document translation upon request.

SPATS will continue to monitor the need and explore additional outreach efforts based on Census and other data sources, as well as based on encounters with LEP individuals.

### Plan Summary

SPATS has developed this LEP Plan to help identify reasonable steps for providing language assistance to persons with limited English proficiency (LEP) who wish to participate in public discussions/activities and/or benefit from programs or activities administered by SPATS. As defined in Executive Order 13166, LEP persons are those who do not speak English as their primary language and have limited ability to read, speak, write or understand English.

This plan outlines:

1. How we may identify persons who may need language assistance;
2. Ways in which we may provide assistance;
3. Staff training or resources that may be required to provide such assistance; and
4. How we may notify LEP persons that language assistance is available.

In order to prepare this plan, SPATS undertook the U.S. Department of Transportation (U.S. DOT) Four Factor LEP analysis which considers the following factors:

1. The number or proportion of LEP persons in the service area who may be served or are likely to encounter a SPATS program, activity or service.
2. The frequency with which LEP persons come into contact with SPATS programs, activities or services.
3. The nature and importance to the LEP population of programs, activities and/or services provided by SPATS.

4. The resources available to SPATS and overall cost to provide LEP assistance.

A summary of the results of the four-factor analysis is in the following section.

### **Four Factor Analysis**

**Factor One - The number or proportion of LEP persons in the service area who may be served or are likely to encounter a SPATS program, activity or service.**

SPATS staff reviewed the 2012 American Community Survey for Spartanburg County. This review showed that approximately 91% of our population speaks English only. Of the remaining 9%, the majority self-identify as speaking English either well or very well. *Less than 2.3% of the County's population self-identifies as not speaking English well or not speaking English at all.*

**Factor Two - The frequency with which LEP persons come in contact with SPATS programs, activities or services.**

Transportation programming impacts not only individuals, but communities as a whole. Everyone in the SPATS area is likely to encounter or be impacted by a SPATS transportation improvement project.

**Factor Three - The nature and importance of programs, activities or services provided by SPATS to the LEP population.**

While most individuals tend to take their transportation network for granted, a smoothly functioning, safe and responsive transportation system is critical to a community's economic and social stability.

**Factor Four -The resources available to SPATS and overall costs to provide LEP assistance.**

Through Spartanburg County, SPATS has access to a wide range of translators to assist with public safety and/or public health concerns. These services would be provided on an as-needed basis at a negligible cost to the MPO.

### **Limited English Proficiency (LEP) Plan Outline**

While there is not currently a large LEP population in the SPATS MPO area, SPATS will nonetheless provide appropriate notification and any requested language assistance when holding public meetings and/or planning activities. SPATS will utilize community resources to provide a broader outreach to LEP individuals.

As Spanish is the most widely spoken language in our service area, we will work with community resources to translate pertinent documents to Spanish and post the translations on our website ([www.SPATSMPO.org](http://www.SPATSMPO.org)).

### **How SPATS staff may identify an LEP person who needs language assistance:**

1. Examine records to see if requests for language assistance have been received in the past, either at meetings or over the phone, to determine whether language assistance might be needed at future events or meetings.
2. Have a staff person greet participants as they arrive to any SPATS sponsored events. By informally engaging participants in conversation it is possible to gauge each attendee's ability to speak and understand English and offer information regarding language assistance.
3. Have Census Bureau Language Identification Flashcards available at SPATS meetings. This will assist SPATS in identifying language assistance needs for future events and meetings.

### **Language Assistance Plan**

There are numerous language assistance measures available to LEP persons, including both oral and written language services. There are also various ways in which SPATS staff can reach out or respond to LEP persons, whether in person, by telephone or in writing.

- Network with human service organizations that provide services to LEP individuals and seek opportunities to provide information on SPATS programs and services;
- Work with Hispanic Alliance to provide a bilingual support/translation at community events, public hearings and other meetings;
- Include statements in notices and publications that interpreter services are available for meetings, given a reasonable advance notice;
- When an interpreter is needed for a language other than Spanish, in person or on the telephone, staff will attempt to access language assistance services from a professional translation service or qualified community volunteers.
- Post the TSB Title VI Policy and LEP Plan on our website ([www.spatsmpo.org](http://www.spatsmpo.org));

### **Staff Training**

The following training will be provided to SPATS staff:

1. Information on the SPATS Title VI Procedures and LEP responsibilities
2. Description of language assistance services offered to the public
3. Use of Language Identification Flashcards
4. Documentation of language assistance requests
5. Use of language-line service

## 6. How to handle a potential Title VI/LEP complaint

### **Outreach Techniques**

When staff prepares a document or schedules a meeting, for which the target audience is expected to include LEP individuals, then documents, meeting notices, flyers, and agendas will be printed in an alternative language based on the known LEP population. Interpreters will be available as needed.

### **Monitoring and Updating the LEP Plan**

SPATS will update the LEP as required by U.S. DOT. At minimum, the plan will be reviewed and updated when relevant data from the decennial Census or the American Community Survey is updated and available, or when it is clear that higher concentrations of LEP individuals are present in the SPATS service area. Updates will include the following:

- Evaluation of the current LEP population in the service area;
- The number of documented LEP person contacts encountered by SPATS annually;
- Documentation of where these contacts occur;
- How the needs of LEP persons have been addressed;
- Determination how the need for translation services has changed;
- Determine whether local language assistance programs have been effective and whether they will be sufficient to meet the revised service needs;
- Determine if SPATS's financial resources are sufficient to meet identified language assistance needs;
- Determine whether this LEP Plan adequately identifies and addresses language assistance needs;
- Determine whether SPATS has fully complied with the goals of this LEP Plan;
- Determine whether any complaints that may have been received regarding the needs of LEP individuals have been satisfactorily addressed.

### **Dissemination of the SPATS LEP Plan**

A link to the SPATS LEP Plan and the Title VI information and complaint procedures is included on the SPATS website at [www.spatsmpo.org](http://www.spatsmpo.org); any person or agency with internet access will be able to access and download the plan from the website. Alternatively, any person or agency may request a copy of the plan via telephone, fax, mail, or in person and shall be provided a copy of the plan at no cost. Spartanburg will make reasonable effort to provide a translated plan at no cost to LEP individuals upon request.

Questions or comments regarding the LEP Plan may be submitted to:

Kelley Shippey Gilbert  
Senior Planner - Title VI/EJ  
PO Box 5666  
Spartanburg, SC 29304-5666  
Phone: 864-596-3570  
Fax: 864-596-3018  
Email: [kgilbert@spartanburgcounty.org](mailto:kgilbert@spartanburgcounty.org)

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## Appendix A – SPATS Title VI Complaint Procedures and Complaint Form

### Complaint Procedures

These procedures apply to any complaint filed under Title VI of the Civil Rights Act of 1964, relating to any program and/or activity administered by Spartanburg Area Transportation Study (SPATS), Spartanburg County's Metropolitan Planning Organization (MPO), and/or against any consultants and/or contractors SPATS may engage in the administration of programs and projects on its behalf. **Intimidation of or retaliation of any kind against anyone filing a Title VI complaint is prohibited by law.**

These procedures are part of an administrative process that does not provide for remedies that include punitive damages or compensatory remuneration for the complainant (ie. no monetary damages would be awarded as a result of a complaint filed using these procedures). These procedures do not deny the right of the complainant to file formal complaints with other State or Federal agencies, or to seek private counsel for complaints alleging discrimination.

### Filing

Any person who believes that he, she or any specific class of persons has been subjected to discrimination or retaliation prohibited by Civil Rights authorities, based upon race, color, sex, age, national origin, or qualified disability may file a written complaint to the Spartanburg County's Title VI Program Coordinator at the following address:

Kelley Shippey Gilbert  
Senior Planner - Title VI/EJ  
PO Box 5666  
Spartanburg, SC 29304-5666  
Phone: 864-596-3570  
Fax: 864-596-3018  
Email: [kgilbert@spartanburgcounty.org](mailto:kgilbert@spartanburgcounty.org)

A formal complaint must be filed within 180 calendar days of the alleged occurrence or when the alleged discrimination became known to the complainant. The complaint must meet the following requirements:

- Complaints must be in writing and signed by the complainant(s). Complaints must include the date of the alleged act(s) of discrimination (date when the complainant(s) became aware of the alleged discrimination; or the date on which the conduct was discontinued or the latest instance of the conduct.
- Complaint must present a detailed description of the issues, including names, job titles, and addresses of those individuals perceived as parties in the action complained against. Upon



provision of employee name(s), SPATS will assist, to the extent possible, with provision of job title and/or address information.

### **Receipt and Acceptance**

Upon receipt of the complaint, the Title VI Program Coordinator will determine jurisdiction and need for additional information. The complaint will be forwarded to the SCDOT (South Carolina Department of Transportation) Title VI Coordinator for a determination of acceptability. The Title VI Coordinator will notify the complainant, in writing, within ten days of receipt of the complaint. In order to be accepted, a complaint must meet the following criteria:

- The complaint must be filed within 180 calendar days of the alleged occurrence or when the alleged discrimination became known to the complainant.
- The allegation(s) must involve a covered basis such as race, color, national origin, sex, age or qualified disability.
- The allegation(s) must involve a program or activity that receives Federal financial assistance.

SCDOT will assume responsibility for investigating complaints against any of its sub-recipients.

### **Investigation of Complaints**

In cases where SCDOT assumes responsibility for investigation, SCDOT will provide the respondent with an opportunity to respond, in writing, to the allegations of discrimination. SCDOT will designate an investigative team responsible for evaluating the complaint, develop an investigative plan, conduct interviews, collect and analyze evidence, and prepare an investigative report.

SCDOT's final investigative report will be submitted to the appropriate Federal Agency within 60 days of receipt of the complaint. The appropriate agency will issue a final agency decision (FAD) and provide written notification of the decision to the complainant and respondent.

### **Complaint Resolution**

SPATS will make every effort to pursue a timely resolution of the complaint. Initial interviews with the complainant and the respondent will include requests for information regarding specific relief and settlement options. Every effort will be made to obtain early resolution of complaints at the lowest possible level. The option of informal mediation meeting(s) between the affected parties and the investigator may be utilized for resolution at any stage of the process.

### **Appeals**

If the appropriate Federal Agency concludes that the respondent is in compliance with laws and regulations and the complainant disagrees, the complainant may, if dissatisfied, file an action in the appropriate U.S. District Court.

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**TITLE VI COMPLAINT FORM**

Your Last Name: \_\_\_\_\_

Your First Name: \_\_\_\_\_

Your Gender (M/F): \_\_\_\_\_

Your Mailing Address: \_\_\_\_\_

City, State Zip: \_\_\_\_\_

Your Telephone (daytime): \_\_\_\_\_

Your Telephone (evenings): \_\_\_\_\_

Your E-mail Address: \_\_\_\_\_

Preferred method of contact (please check):

- Daytime phone
- Evening phone
- Email
- US Mail

Type of Discrimination Alleged (please check one or more):

- Race
- Religion
- Color
- Disability
- National Origin
- Sex/Gender
- Age
- Other (specify)

Race of Complainant (please check one or more):

- |   |  |
|---|--|
| <input type="checkbox"/> African-American/Black | <input type="checkbox"/> Hispanic/Latino                 |
| <input type="checkbox"/> Alaska Native          | <input type="checkbox"/> Native American/American Indian |
| <input type="checkbox"/> Asian American         | <input type="checkbox"/> Pacific Islander                |
| <input type="checkbox"/> Caucasian/White        | <input type="checkbox"/> Other                           |



Please provide the following information:

Name(s) of individual(s) responsible for the discriminatory action(s):

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_
- 4. \_\_\_\_\_

Name(s) of person(s) who may be contacted for additional information to support or clarify your complaint. (Attach additional sheets, if necessary).

Name	Address	Telephone
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____

What action(s) have you or your representative done to attempt to resolve this complaint? Please include filing dates or other dates as applicable:

Action	Date
<input type="checkbox"/> Telephone contact with SPATS	_____
<input type="checkbox"/> Written contact with SPATS	_____
<input type="checkbox"/> Filed complaint with SPATS	_____
<input type="checkbox"/> Filed complaint with SC Dept. of Transportation	_____
<input type="checkbox"/> Filed with the Federal Highway Administration	_____
<input type="checkbox"/> Filed with the U.S. Department of Transportation	_____
<input type="checkbox"/> Filed with another Federal agency	_____
<input type="checkbox"/> Filed in Federal Court	_____
<input type="checkbox"/> Other action	_____

Please provide any additional information you feel would be helpful in investigating this matter. Briefly explain what action you are seeking.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Complainant's Signature

\_\_\_\_\_

Date

Mail Complaint Form To:

Spartanburg County  
PO Box 5666  
Spartanburg, SC 29304  
ATTN: Kelley Shippey Gilbert  
Title VI Coordinator/SPATS

#### TITLE VI - CIVIL RIGHTS NOTICE

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color or national origin in programs and activities receiving Federal financial assistance. Specifically, Title VI provides that "no person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance." (42 U.S.C. Section 2000d)

Individuals or organizations who believe they have been denied the benefits of, excluded from participation in, or subject to discrimination on the grounds of race, color or national origin by a recipient of Federal Transit Administration funding can file an administrative complaint with the Federal Transit Administration's Office of Civil Rights under Title VI of the Civil Rights Act of 1964. Complaints should be signed and include contact information and should be sent to:

Federal Transit Administration Office of Civil Rights

Attention: Title VI Program Coordinator

400<sup>th</sup> Street SW Room 9100

Washington, DC 20590

## **APPENDIX B – AUTHORITIES**

Title VI of the Civil Rights Act of 1964

Federal Aid Highway Act of 1973

Section 504 of the Rehabilitation Act of 1973

Age Discrimination Act of 1975

Civil Rights Restoration Act of 1987

Americans with Disabilities Act of 1990

FTA Circular 4702.1B

USDOT Order 1050.2

Executive Orders 12250, 12898 (EJ) and 13166 (LEP)

Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964 (28 CFR 50.3)

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## APPENDIX C - MAPS

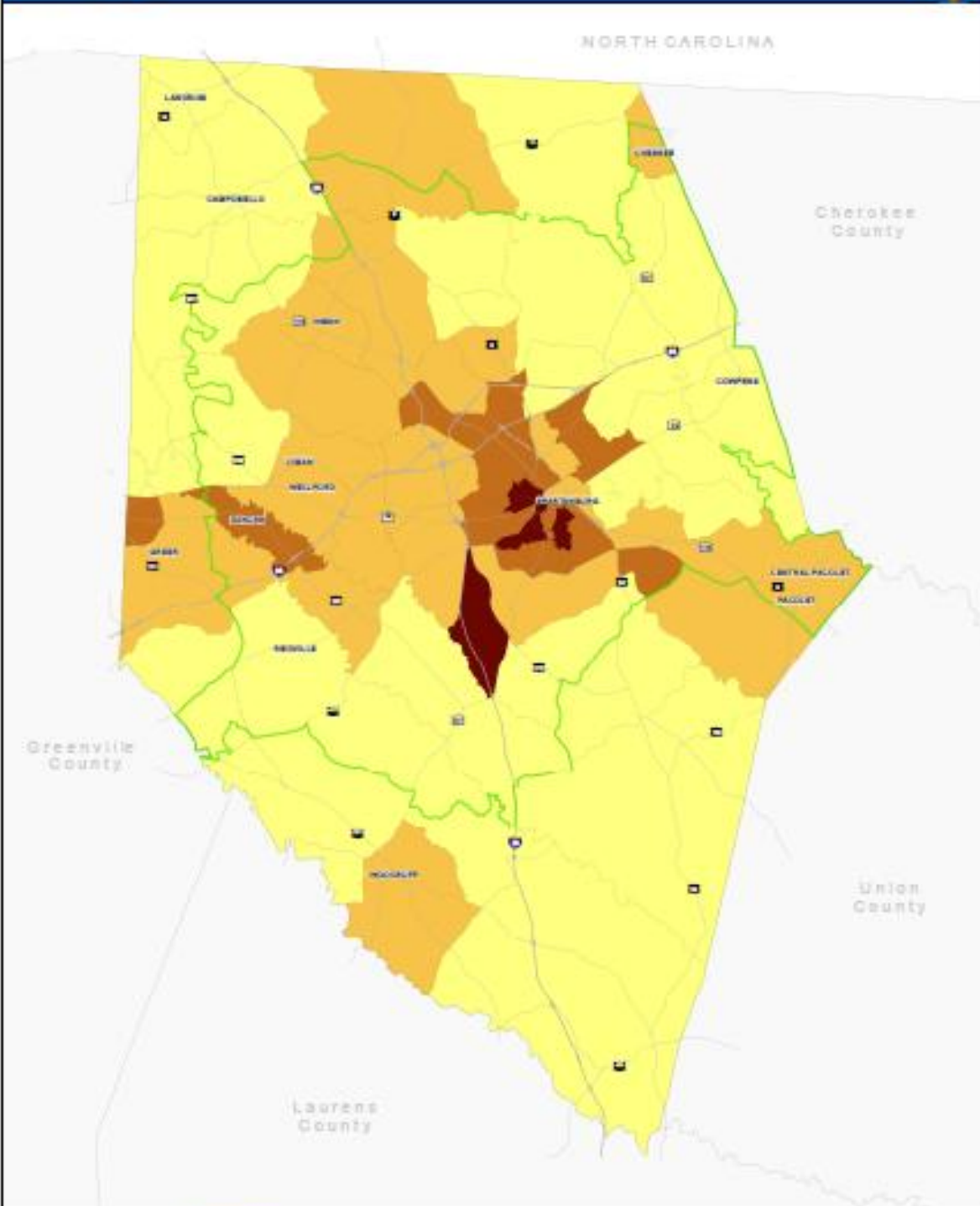
Maps on the following pages include:

- Percent Minority Population
- Percent Disabled Population
- LEP – Spanish Language
- LEP – all other languages
- Percent Low Income
- Percent Elderly (65+)

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SPATS MPO TITLE VI PLAN - Percent Minority Population

Spartanburg County



**Legend**

- Interstate
- US Highway
- All Highway
- Water body boundary
- County boundary



Percent Minority Population



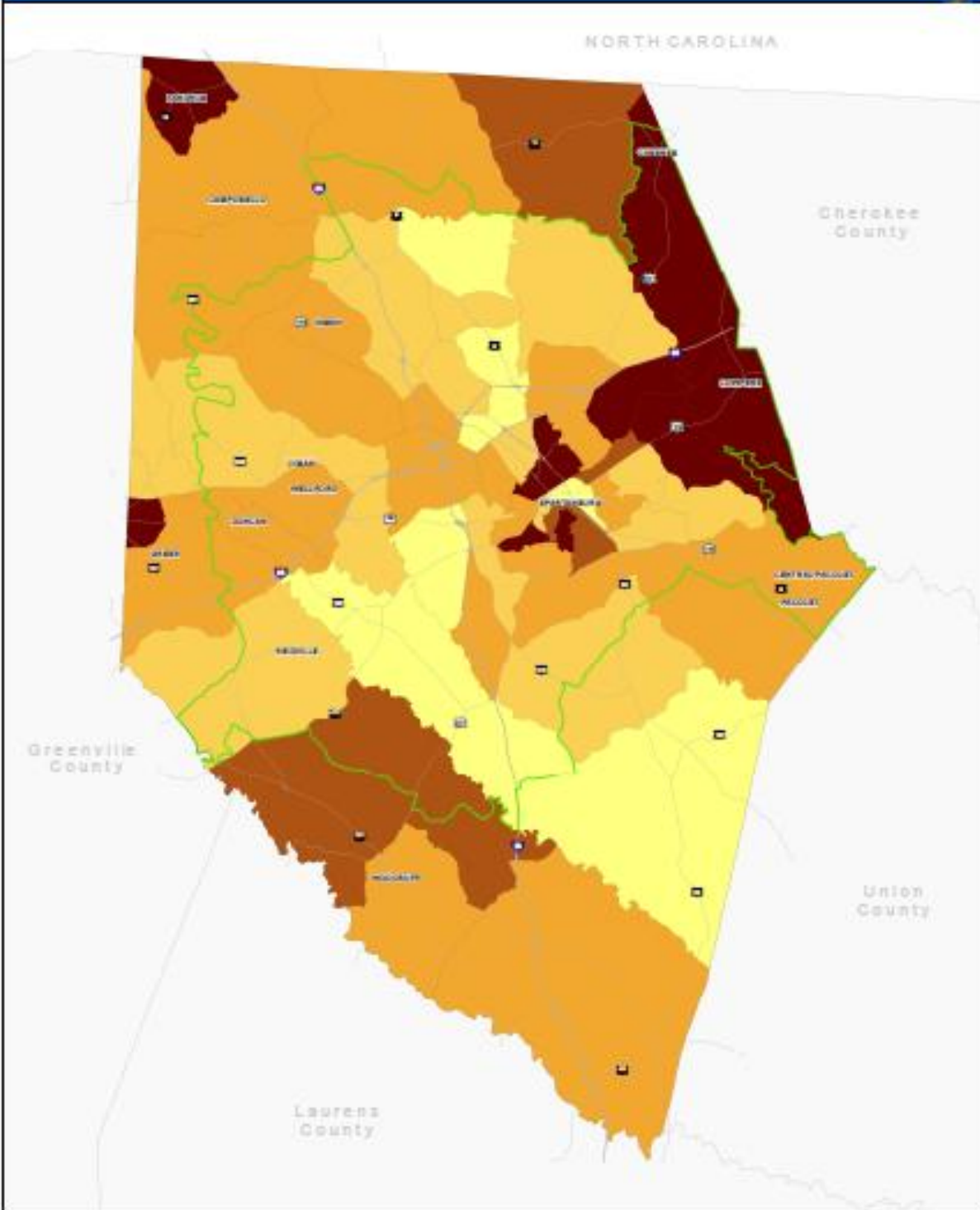
Spartanburg Area  
Transportation Study



© 1998 Spartanburg Area Transportation Study

SPATS MPO TITLE VI PLAN - Percent Disability Population

Spartanburg County



**Legend**

	10.0% +		Interstate
	7.5% - 9.9%		US Highway
	5.0% - 7.4%		SC Highway
	2.5% - 4.9%		MPO/County Boundary
	0.0% - 2.4%		County Boundary



Percent Disability Population



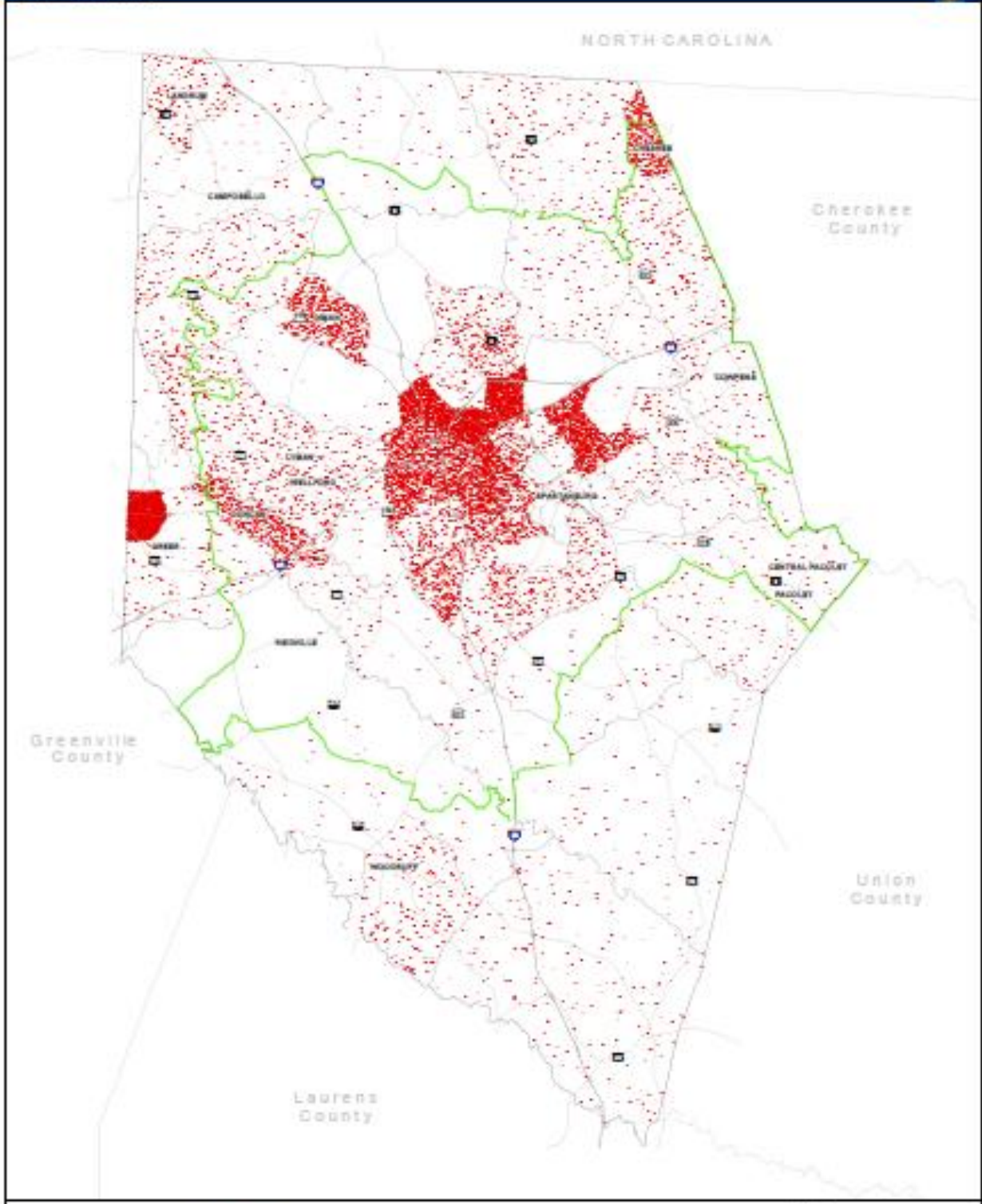
Spartanburg Area Transportation Study



© 2006 Spartanburg Area Transportation Study

SPATS MPO TITLE VI PLAN - Native Spanish Speakers\*

Spartanburg County



**Legend**

- County Boundary
- State Boundary
- Interstate
- Major Roadway
- Minor Roadway
- Waterway

**Native Spanish Speakers\***

\*Data is based on the 2000 Census and is not updated.



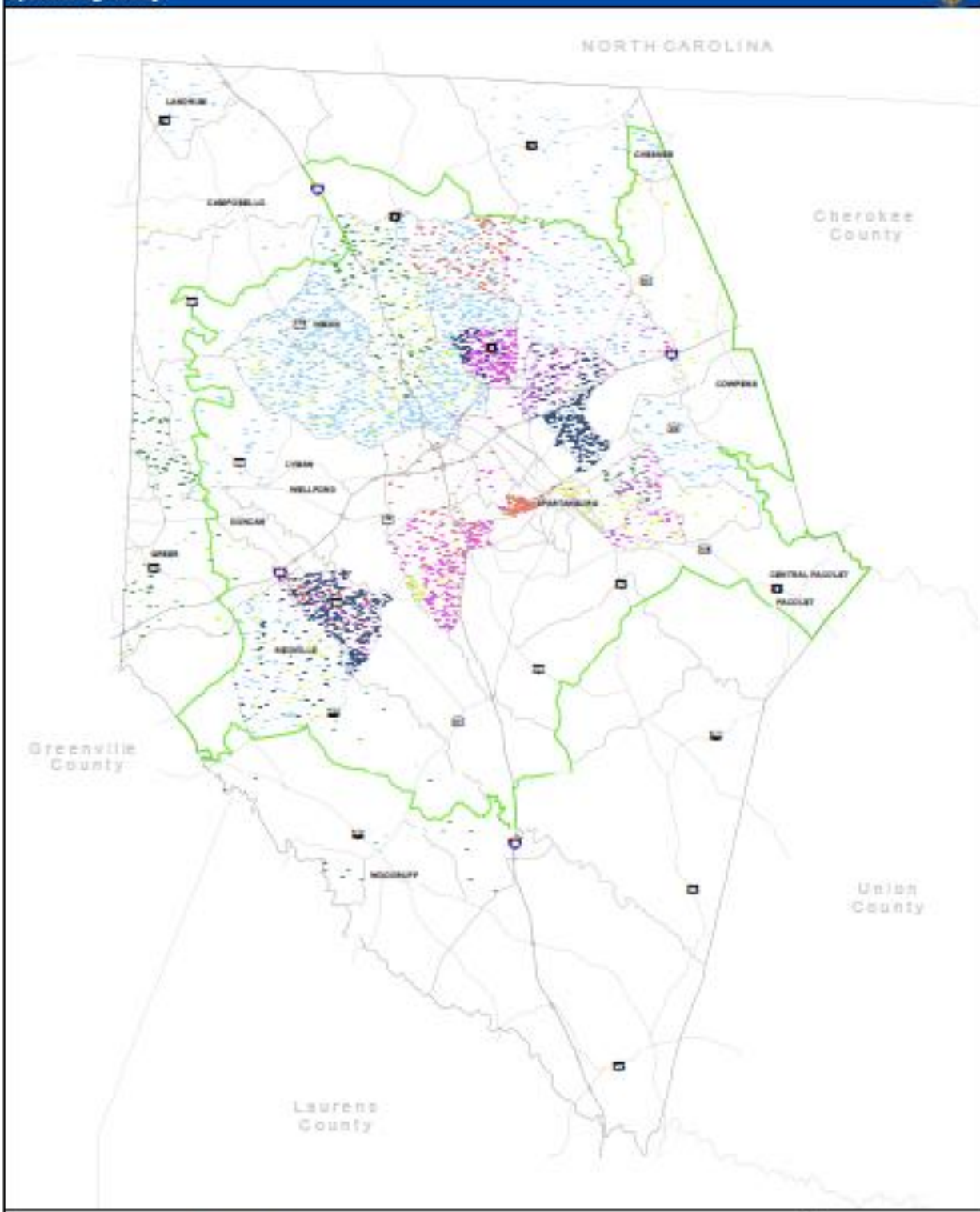
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Transportation Study



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2005

SPATS MPO TITLE VI PLAN - Native Speakers of Other Languages \*

Spartanburg County



- Legend**
- 2010
  - 2000
  - 1990
  - 1980
  - 1970
  - 1960
  - 1950
  - 1940
  - 1930
  - 1920
  - 1910
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Native Speakers of Other Languages\*

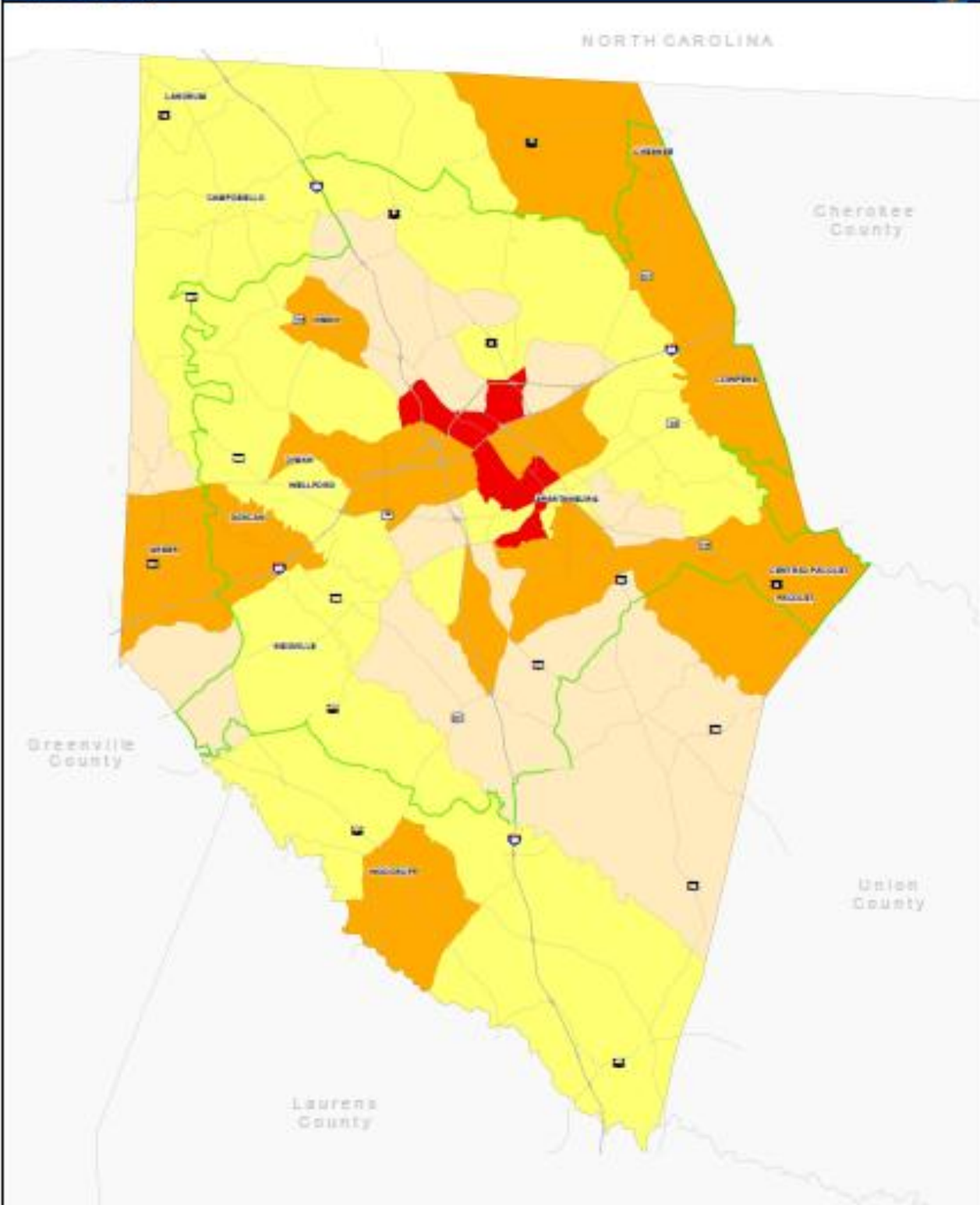


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SPATS MPO TITLE VI PLAN - Percent Low Income Population

Spartanburg County



**Legend**

Red	> 34	Interstate
Orange	24	US Highways
Yellow	14	State Highways
Light Yellow	4	MPO & MPO Boundary
White		County Boundary



Percent Low Income Population



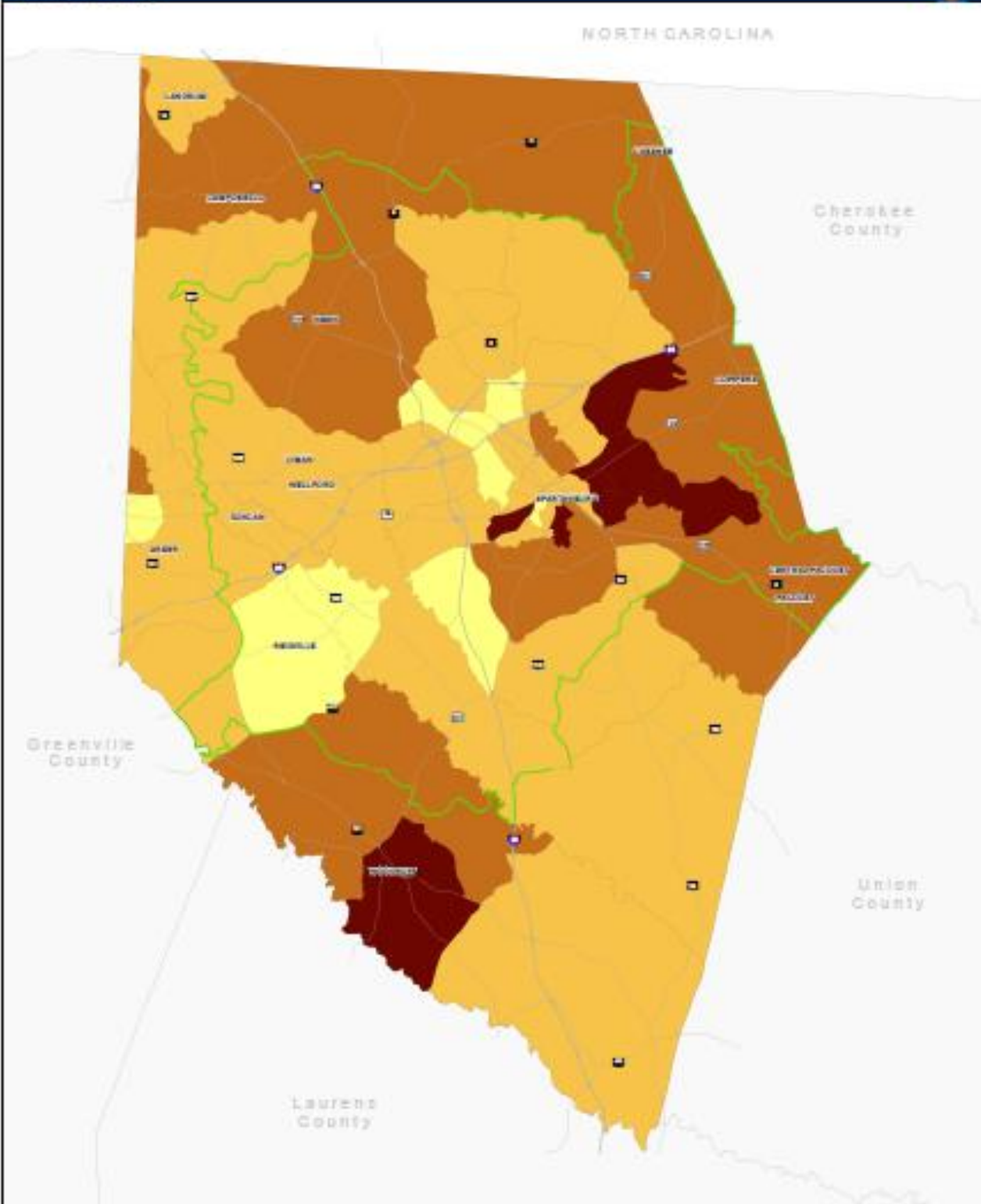
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SPATS MPO TITLE VI PLAN - Percent 65 and Older

Spartanburg County



**Legend**

25	Interstate
20	US Highway
15	SC Highway
10	SPATS MPO Boundary
	County Boundary

Percent 65 and Older



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