



Title VI

Non-Discrimination Plan

City of Saginaw

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Introduction

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving federal financial assistance. Several other federal legal authorities supplement Title VI by extending protections based on age, sex, and disability. In addition, the Civil Rights Restoration Act of 1987 clarified Title VI enforcement by mandating that Title VI requirements apply to all programs and activities of federal-aid recipients regardless of whether any particular program or activity involves federal funds. Taken together, these laws require recipients and subrecipients of federal funds to ensure all programs and services are delivered to the public without discrimination. City of Saginaw, as a recipient of federal financial assistance, will ensure full compliance with Title VI of the Civil Rights Act of 1964; 49 C.F.R. Part 21 (Department of Transportation Regulations for the Implementation of Title VI of the Civil Rights Act of 1964); 49 C.F.R. Part 21; and related statutes and regulations. City of Saginaw acknowledges it is subject to and will comply with Federal Highway Administration Title VI Assurances. This plan explains how City of Saginaw incorporates the requirements of Title VI and related legal authorities into its operations. The plan will be used as a reference for City of Saginaw and an informational resource for the public. The plan will be updated Time Frame (example: every 3 years) to reflect changes in Title VI compliance operations.

Discrimination under Title VI

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

- Prohibited forms of discrimination may include, but not be limited to, the following:
- The denial of services, financial aid, or other benefits provided under a program;
- Distinctions in the quality, quantity, or manner in which a benefit is provided;
- Segregation or separation of persons in any part of the program;
- Restriction in the enjoyment of any advantages, privileges, or other benefits provided to others;
 - Differing standards or requirements for participation;
- Methods of administration that directly or indirectly, or through contractual relationships would defeat or impair the accomplishment of effective nondiscrimination; or
- Discrimination in any activities or services related to a highway, infrastructure or facility built or repaired in whole or in part with federal funds.

City of Saginaw efforts to prevent such discrimination must address, but not be limited to, how a program or activity:

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

Authorities

The authorities applicable to AGENCY NAME Title VI/Nondiscrimination Program include:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. §2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 CFR Part 21 (entitled Nondiscrimination in Federally-Assisted Programs of the Department of Transportation-Effectuation of Title VI of The Civil Rights Act of 1964);
- 23 CFR Part 200 (FHWA's Title VI/Nondiscrimination Regulation);
- 28 CFR Part 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964); and,
- Texas Administrative Code §9.4, Civil Rights – Title VI Compliance

Title VI Policy Statement

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

This policy applies to all operations of City of Saginaw, including its contractors and anyone who acts on behalf of City of Saginaw. This policy also applies to the operations of any department or agency to which City of Saginaw extends federal financial assistance. Federal financial assistance includes grants, training, use of equipment, donations of surplus property, and other assistance. The nondiscrimination statement signed by Vicky, Vega, City Secretary, is included as Attachment 1.

Standard DOT Assurances

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

The assurances agreement provides specific non-discrimination language, City of Saginaw, is required to include in bid solicitations or requests for proposal, contracts, and real estate agreements. City of Saginaw is committed to ensuring the necessary language is used as prescribed in the assurances agreement. In accordance with this requirement, City of Saginaw has signed the U.S. DOT Standard Title VI/Non Discrimination Assurances and Appendices. The documents are attached as Attachment 2 and Attachment 3.

Organization and Staffing

City Manager is ultimately responsible for assuring full compliance with the provisions of Title VI of the Civil Rights Act of 1964 and related statutes and has directed that non-discrimination is required of all agency employees, contractors, and agents pursuant to 23 C.F.R. Part 200 and 49 C.F.R. Part 21. City of Saginaw has assigned Vicky Vega, City Secretary, to perform the duties of the Title VI Coordinator and ensure implementation of the agency's Title VI program. The position of City Secretary is located within General Administration Department.

The Title VI Coordinator is responsible for:

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

Primary Program Area Descriptions & Review Procedures

The City of Saginaw engages in the following program areas:

Program Area and General Description	Title VI/Non-Discrimination Concerns and Responsibilities	Review Procedures for Ensuring Non-Discrimination
Right of Way: Issues public right of way permits for construction, transportation, business, and other activities. Coordinates relocation of citizens whose property has been acquired for a right of way.	Public right of way permits and relocations should not create unfair burdens. Collecting demographic data from property owners who may be subject to right of way activities. Ensuring property owners impacted by right of way activities are made aware of their right to be free from discrimination on the basis of	Reviewing permits and relocations to ensure nondiscrimination. Ensure demographic data is part of necessary right of way templates or forms. Ensure Title IV notice is consistently provided to property owners impacted by right of way activities.

	race, color, or national origin under Title IV of the Civil Rights Act of 1964.	
Contracting: Develops and manages contracts and contracting opportunities, including specifications, bidding process, and contract execution.	Maintaining an open and fair bidding process for all contracts. Ensure Title VI Assurances appendices are included in contracts as specified within the assurances document.	Reviewing contracts for necessary Title VI language. Reviewing any available data on contract recipients to ensure nondiscrimination in contracting. Reviewing bidding procedures to ensure nondiscrimination and equal opportunity.
Planning: Short-term and long-term planning of transportation projects	Ensuring comprehensive public participation to ensure all stakeholders have a chance to voice their opinions. Collecting demographic data from public engagement activities regarding demographics of public participants. Providing language access as needed.	Review planning decisions to ensure nondiscrimination. Reviewing public engagement activities periodically to determine whether engagement opportunities were offered to all communities. Documenting language access requests.
Public Engagement: Coordinates public engagement activities for planning and project development, as well as relationship-building engagement activities.	Comprehensive public participation to ensure all stakeholders have an opportunity to voice their opinions. Collecting demographic data from public engagement activities regarding demographics of public participants. Providing language access as needed. Disseminating Title VI information to the public to ensure they are aware of their rights to be free from discrimination.	Reviewing public engagement activities periodically to determine whether engagement opportunities were offered to all communities. Reviewing public engagement activities periodically to determine whether engagement opportunities were offered to all communities. Documenting language access requests.
Maintenance:	Ensuring no communities are subject to a disparate lack of	Reviewing resources provided to the community and determining whether any

Services roadways and right of ways, including, but not limited to, providing: Repair Signage Drainage Snow and ice removal	maintenance services based on a protected class.	protected class communities have disproportionately benefited or been harmed by the delivery of maintenance services.
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Data Collection and Analysis

To identify trends or patterns of discrimination due to race, color, national origin, age, sex, disability, income, and English language proficiency) within those areas, the following will be used to evaluate, monitor processes, and create strategies:

- Data Collection
- Reporting
- Analysis
- Community engagement
- Accessibility for Limited English Proficient (LEP) individuals

Statistical data on race, color, national origin, sex, age, and disability, income, and English proficiency, of participants in and beneficiaries of the City of Saginaw programs will be gathered annually and analyzed to determine the development benefits and burdens to the public, including minority and low-income populations. Beneficiaries include relocatees, impacted citizens, and affected communities. Collecting, analyzing, and maintaining statistical data are crucial elements of the Title VI Program because they constitute an effective mechanism by which to numerically verify the distribution and impact of program funding.

Each program area is responsible for collecting Title VI/Nondiscrimination-related data and analyzing the data annually to identify and address any trends or patterns of discrimination. Data collection is key to ensuring that development programs, services, facilities and projects effectively meet the needs of “all persons” without discrimination. Based on Title VI implementing regulations, each program area is required to:

1. Provide for the collection of data and information to demonstrate effective enforcement of Title VI;
2. Collect data about beneficiaries;
3. Analyze the data and information collected;
4. Identify potential discrimination to eliminate if found; and
5. Take affirmative measures to ensure nondiscrimination.

Program areas are responsible for collecting data on race, color, national origin, age, sex, disability, income, and English proficiency, as it pertains to their potential interaction with the public. Additional data can

include language spoken other than English and income status. Potential sources of data and analysis tools include:

- Census Data
- American Community Survey
- School Districts
- Forms or Surveys
- Management Systems
- Land Use Plans
- Geographic Information Systems

Internal Title VI reviews are performed annually. Data analysis summary results will be included in the Title VI/Nondiscrimination Annual Work Plan & Accomplishment Report.

Types of analysis to address compliance with Title VI include:

- Distribution of benefits (dollars, facilities, systems, projects) by groups and communities;
- Impact of investments on income, race, color, national origin, sex, age and disability groups;
- Projected population increases versus planned facilities and type of facilities;
- Impacts of the location of existing or proposed facilities connected with a project;
- Alternatives to modes, locations, and types of facilities;
- Language assistance needs assessment;
- Persons included in the decision-making process;
- Strategies to address impacts and develop mitigation;
- Priorities for investments;
- Sources for financing investments, and
- Strategies to disseminate information.

Title VI Complaint Procedures

Scope of Title VI Complaints

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

The scope of Title VI covers all internal and external activities of City of Saginaw.

The following types of actions are prohibited under Title VI protections (See 49 C.F.R. 21.5):

- Excluding individuals or groups from participation in programs or activities
- Denying program services or benefits to individuals or groups
- Providing a different service or benefit or providing them in a manner different from what is provided to others

- Denying an opportunity to participate as a member of a planning, advisory or similar body that is an integral part of the program
- Retaliation for making a complaint or otherwise participating in any manner in an investigation or proceeding related to Title VI of the Civil Rights Act of 1964

How to File a Formal Title VI Complaint

Any person(s) or organization(s) believing they have been discriminated against on the basis of the protected classes stated above by City of Saginaw or its contractors may file a Title VI complaint.

Discrimination complaints must be received no more than 180 days after the alleged incident unless the time for filing is extended by the processing agency.

Complaints should be in writing and signed and may be filed by mail, fax, in person, or e-mail. A complaint should contain the following information:

- A written explanation of the alleged discriminatory actions;
- The complainant's contact information, including, if available: full name, postal address, phone number, and email address;
- The basis of the complaint (e.g., race, color, national origin, etc.);
- The names of specific persons and respondents (e.g., agencies/organizations) alleged to have discriminated;
- Sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives Federal financial assistance; and
- The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is on going. Complainants are encouraged to submit complaints directly to the Texas Department of Transportation (TxDOT).
- Complaints can also be filed by completing and submitting City of Saginaw's Title VI Complaint Form available at www.saginawtx.org

or by sending an email or letter with the necessary information to:

Vicky Vega, City Secretary

City of Saginaw

Mailing Address: 333 W McLeroy Blvd.

P.O. Box 79070

Saginaw, Texas 76179

Email: vvega@saginawtx.org

Phone: 817-230-0327

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

Complaints can also be filed directly with the following agencies:

Federal Highway Administration

U.S. Department of Transportation Office of Civil Rights

HCR-20, Room E81-320 1200 New Jersey Avenue, SE

Washington, DC 20590

Email: CivilRights.FHWA@dot.gov

Texas Department of Transportation

Civil Rights Division

Attn: Title VI Program Manager

125 E. 11th Street Austin, Texas 78701

After submitting a complaint, the complainant will receive correspondence informing them of the status of the complaint within ten (10) business days from City of Saginaw or other agency receiving the complaint.

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

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

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

the complaint or refer it to another agency that does have jurisdiction. If HCR dismisses the complaint, it will send the complainant, respondent, and FHWA Division Office a copy of the written dismissal notice. For referrals, FHWA will send a written referral notice with a copy of the complaint to the proper Federal agency and a copy to the USDOT Departmental Office of Civil Rights.

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

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

Complaint Log

City of Saginaw maintains a complaint log to document all activity related to the complaint. Information captured includes:

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

Notice of Rights

In accordance with 23 CFR 200.9(a)(12), City of Saginaw is required to develop Title VI information for dissemination to the general public and, where appropriate, in languages other than English. Notice of City of Saginaw Title VI policies and procedures are listed in many places such as City Hall, Saginaw Public Library and Senior Center, Saginaw Recreation Center, etc.

Notification to Beneficiaries

City of Saginaw website is continuously updated to ensure Title VI information is readily accessible to the public. The website informs the public of their rights under Title VI and provides information on how to file a complaint. Title VI information available on City of Saginaw Web site includes:

- City of Saginaw Title VI/Nondiscrimination Plan
- Title VI and Related Statutes Nondiscrimination Statement (English and Spanish)
- Title VI Nondiscrimination Assurances
- TxDOT's External Discrimination Complaint Form (English and Spanish)
- Title VI Poster
- City of Saginaw Language Assistance Plan

Community Outreach and Public Involvement

It is the goal of City of Saginaw to provide continuous, effective and transparent access to all stakeholders. City of Saginaw strives to inform all stakeholders about proposed plans and projects and seeks input when appropriate. The purpose of the Community Outreach and Public Involvement Plan is to provide opportunities for public input, public review, and comments during the planning process of programs, services, transportation, mobility, and improvement plans. The process consists of an open discussion of planning documents, public meetings, informational exhibits, published advertisements and, when required, a Public Hearing.

All City projects that will have public meetings will follow the Texas Open Meetings Act procedures which require a Public Meeting to provide the public with information on the project and its likely impact on the project areas.

Community Outreach is a requirement of Title VI recipients and sub-recipients shall seek out and consider the viewpoints of community members in the course of conducting public outreach. Recipients have wide latitude to determine what specific measures are most appropriate and should make this determination based on the composition of the affected population, the public involvement process and the resources of the recipient.

The following community outreach efforts are being made:

- The Title VI plan will be located on the City of Saginaw's website.
- City election notices are provided in English, Spanish and Vietnamese as required by Title 16, Chapter 272 of the Texas Elections Code.
- All City of Saginaw City Council meetings are open to the public and follow Title 5, Subtitle A, Chapter 551 of the Texas Open Meetings Act. Additional information or information on upcoming meetings may be found at www.saginawtx.org
- Employment notices are posted in the City's Human Resources Department and other high-profile locations in accordance with Federal and State laws.

In addition, it is the City of Saginaw's policy to disseminate information for public participation considerations to solicit and respond to public comments regarding projects such as programs, services, transportation, mobility, and improvement projects, and/or any other development or improvement project federally funded or not. For the purpose of information dissemination and public participation, the City of Saginaw created the following commissions and committees that are open to the public participation and comments:

- Capital Improvements Projects Advisory Committee: The CIP Advisory Committee assists the city in adopting or updating land use assumptions, capital improvements, and impact fees.
- Planning and Zoning Committee: The Planning and Zoning Commission conducts a preliminary review of various materials regarding future development.

- **Traffic Safety Advisory Board:** The Traffic Safety Advisory Board's mission is to provide community input by advising the City Manager, City Council, Public Works Department, Police Department, as well as other city committees, on traffic issues, development proposals, and special projects.

Meetings

City Council meetings, Commissions, Committees, and other Public Meetings are held multiple times per year, and all agendas and pertinent information are posted online and/or multiple platforms to inform the general public before the meeting takes place. Citizens may speak at commission and committee meetings on any agenda item and may also speak regarding items not listed on the agenda during “Citizen Comments” by completing and submitting a speaker card. Comments are limited to 3 minutes, and all agendas are available prior to every regularly scheduled meeting.

Residents Input

- The City of Saginaw will solicit public input on an ongoing basis through a multifaceted social media strategy including, but not necessarily limited to the City’s website and other tools. This approach will provide opportunities for proactive, early, and continuing public participation for Saginaw projects, programs, and decision making. This multi-pronged strategy will allow staff to take advantage of changing communications technologies and to interact with individuals, groups, businesses and strategic partners to ensure residents’ access and participation.
- Mailings and other outreach efforts may be made to solicit input from different entities and organizations where needed. More structured meetings may be held on specific proposals and projects when desirable to expand support and encourage broad based public participation in the development and review of projects, programs, services, and any other project that may affect a segment of the population. The City of Saginaw aggressively promotes opportunities for the inclusion of all residents. Public input may be drawn from, but not necessarily limited to, entities such as:
 - The general public
 - Minority groups
 - Non-profit organizations
 - LEP Populations
 - School Districts
 - Neighborhood Organizations
 - Municipal Partners

Public Participation and Consultative Tools

Besides the Public Meeting process, the City uses a number of methods to communicate information regarding projects and opportunities for public and stakeholder participation in any planning process:

- Newsletters and direct mailings
- Media releases
- Doorhangers
- Visualization presentation

- City's website
- Social media such as Facebook and Instagram
- City Council meetings
- Boards and Commissions meetings

Types of Public Participation Procedures

- **Public Meetings** – Public meetings are held to inform the public and provide an opportunity for the exchange of views and concerns. Public meetings occur as early as the City's staff determines the need for public input in project planning, location, and design alternatives. Public meetings include meetings with interested citizens, the general public, or local, neighborhood, or special interest group.
- **Public Hearings** – Public hearings are held to present project reviews, considerations, plans, and/or alternatives. They also serve to encourage and solicit public comments on the location, design, and environmental analysis of a project.
- **Meetings** with affected property owners are held when they are or will be affected by minor or temporary projects. These meetings may occur at any stage of the project development process. Due to the informal nature of these meetings, the format and conduct will be tailored to the individual project, allowing for ample time for public questions and comments.

Public Participation Following Project Approvals

Additional public participation (opportunity, public hearing, public meeting, or limited meeting) is scheduled when:

- Substantial change occurs in the project (major design changes, changes in right of way requirements, etc.).
- Substantial unanticipated development occurs in the project area.
- New significant social, economic, and environmental effects are identified as project related.
- An unusually long time passes before major steps are taken to advance the project. Major steps include authority to acquire Right of Way and issuance of construction Letter of Authority.

Notices and Media Releases

Notices and media releases will follow the City of Saginaw guidelines and policies. This may include:

- **Publishing Notices** – Official notices are published in local general circulation newspapers such as Star Telegram.
- **Other Forms of Publicity** – Other forms of publicity include temporary signs, leaflets posted in public locations, media releases, notices mailed to residents etc.
- **Media Releases** – Media releases can be used at any time to publicize meetings or other information about projects. Once the public participation process is complete, project planning and development decisions are to be publicized through press releases to inform the public about the project.
- **Notice of Construction** – The City will send a notice of impending project construction to landowners when there is a foreseeable impact on public and private property.

Annual Work Plan and Accomplishment Report Process

- The City's Title VI Plan and Policy Statement will be published on the City's website. The Policy Statement will also be posted in conspicuous locations.
- The City of Saginaw will provide language assistance when requested.
- City personnel will be made aware of the LEP procedure and the Title VI complaint procedure.

- City facilities will be open to the public and will offer services in compliance with the Americans with Disability Act.
- The following data will be periodically collected and reviewed by the Title VI Coordinator and transmitted upon request to state officials:
 - a) Boards and Commissions: The number of vacancies; how vacancies are advertised and filled; the number of applicants; the representation of all groups.
 - b) Public Meetings: The number of Public Meetings or Open Houses directly related to federally funded planned projects; how meeting dates and times are communicated to the general public and to individuals directly affected by the meetings.
 - c) Construction Projects: The number of federally funded construction projects; number of minority contractors bidding, and the number selected; verification that Title VI language was included in bids and contracts for federally funded each project.
 - d) LEP needs: If possible, number of requests for language assistance or number of instances in which language was required, and the outcome of these requests.
 - e) Complaints: The number of Title VI complaints received; nature of the complaints; resolution of the complaints.

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

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

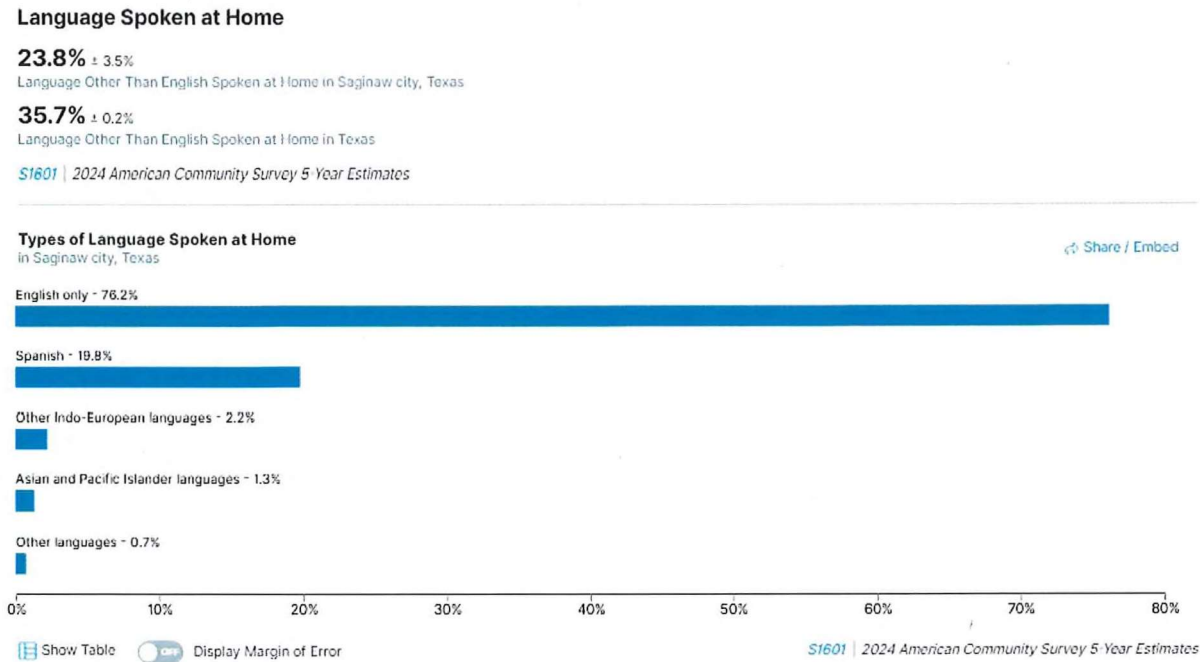
Language Assistance and Limited English Proficiency

The Civil Rights Act of 1964, 42 U.S.C. 2000d et seq – Title VI – prohibits discrimination on the basis of race, color, or national origin in any program or activity that receives Federal funds or other Federal financial assistance. Programs that receive Federal funds cannot distinguish among individuals on the basis of race, color or national origin, either directly or indirectly, in the types, quantity, quality or timeliness of program services, aids or benefits that they provide or the manner in which they provide them. This prohibition applies to intentional discrimination as well as to procedures, criteria or methods of administration that appear neutral but have a discriminatory effect on individuals because of their race, color, or national origin.

Persons with limited English proficiency must be afforded a meaningful opportunity to participate in programs that receive Federal funds. Policies and practices may not deny or have the effect of denying persons with limited English proficiency equal access to federally-funded programs for which such persons qualify.

The most recent demographic analysis conducted by the US. Census Bureau demonstrates that 23.8% of the population in Saginaw speak languages other than English at home.

The City of Saginaw identifies and engages Limited English Proficient (LEP) populations to ensure their involvement and knowledge of programs and activities in and around their community. A Limited English Proficient person is defined as one who does not speak English as his or her primary language and has a limited ability to read, write or understand English. The City of Saginaw's approach for engaging Limited English Proficient individuals is to provide interpretation services to individuals who request them if reasonable accommodations can be made. In addition, the City of Saginaw proactively identifies communities with high concentrations of Limited English Proficient persons and employs tactics and strategies to effectively engage them in the planning process



Training

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

- Review of the City of Saginaw Title VI Plan
- Attendance at any available Title VI trainings provided by the Texas Department of Transportation, U.S. Department of Transportation or its applicable operating administrations, or the U.S. Department of Justice.
- Viewing the video Title VI at TxDOT produced by TxDOT. This training provides a general Title VI overview as well as TxDOT specific information.
- Viewing the video Understanding and Abiding by Title VI of the Civil Rights Act of 1964 produced by the U.S. Department of Justice

City of Saginaw will maintain records indicating that staff have received sufficient training on a periodic basis.

Appendices

Appendix Summary

Appendices A-F Standard DOT Assurances

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Appendix N – City of Saginaw – Population Estimates

Appendix A

The City of Saginaw (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), 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 U.S. DOT, including the Federal Highway Administration.

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Nondiscrimination 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 nondiscrimination 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 U.S. DOT programs:

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23(b) and 21.23(e) or 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 the programs and, in adapted form, in all proposals for negotiated agreements regardless of funding source: *"The Recipient, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.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."

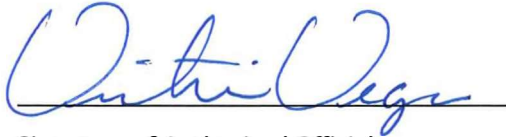
3. The Recipient will insert the clauses of Appendix A and Appendix E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States 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 programs 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 Recipient 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 U.S. DOT 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 U.S. DOT. You must keep records, reports, and submit the material for review upon request to U.S. DOT, 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. The Recipient 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. DOT under all Department of Transportation Programs. This assurance is binding on Texas, other recipients, subrecipients, sub-grantees,

contractors, subcontractors and their subcontractors, transferees, successors in interest, and any other participants in all Department of Transportation programs. The person(s) signing below is/are authorized to sign this assurance on behalf of the Recipient.

Vicky Vega

City Secretary



Signature of Authorized Official

7-8-2024

Date

Appendix B

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

1. **Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, the FHWA, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Non-discrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to nondiscrimination on the grounds of race, color, or national origin.
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or FHWA to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or FHWA, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the Nondiscrimination provisions of this contract, the Recipient will impose such contract sanctions as it or FHWA may determine to be appropriate, including, but not limited to:
 - a. withholding payments to the contractor under the contract until the contractor complies, and/or
 - b. cancelling, terminating, or suspending a contract, in whole or in part.
6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or FHWA may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

Appendix C: 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 City of Saginaw will accept title to the lands and maintain the project constructed thereon in accordance with all applicable federal statutes, the Regulations for the Administration of all DOT programs, and the policies and procedures prescribed by FHWA of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto City of Saginaw the all the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part hereof.

(HABENDUM CLAUSE)

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

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

Appendix D: Clauses for Transfer or Real Property Acquired or Improved Under the Activity, Facility, or Program

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

- A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that:
 - 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 Nondiscrimination covenants, City of Saginaw 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, City of Saginaw 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 City of Saginaw become the absolute property of the City of Saginaw 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: Clauses for Construction/Use/Access to Real Property Acquired Under the Activity, Facility, or Program

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

- A. The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, "as a covenant running with the land") that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.
- B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Nondiscrimination covenants, City of Saginaw 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, City of Saginaw will there upon revert to and vest in and become the absolute property of City of Saginaw 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 F

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

Pertinent Non-Discrimination Authorities:

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

Title VI Complaint Form

(Rev. 04/20)
Page 1 of 2

Please submit completed form to:

Vicky Vega
City Secretary
Phone: (817)230-0327
Email: vvega@saginawtx.org
333W. McLeroy Blvd, Saginaw, TX 76179

Last Name _____ First Name _____
Mailing Address _____
City _____ State _____ Zip Code _____
Main Phone Number _____ Alternative Phone Number _____
Email Address _____

Please indicate the basis of your complaint:

☐ Race _____ ☐ National Origin _____
☐ Color _____ ☐ Other Class _____

Date and place of alleged discriminatory action(s) Please include the earliest date of discrimination and the most recent date of discrimination

How were you discriminated against? Describe the nature of the action, decision, or conditions of the alleged discrimination. Explain as clearly as possible what happened and why you believe your protected status (basis) was a factor in the discrimination. Include how other persons were treated differently from you. (Attach additional pages, if necessary).

The law prohibits intimidation or retaliation against anyone because he/she has either taken action, or participated in action, to secure rights protected by these laws. If you feel that you have been retaliated against, separate from the discrimination alleged above, please explain the circumstances below. Explain what action you took which you believe was the cause for the alleged retaliation.

Names of individuals responsible for the discriminatory action(s)

Names of persons (witnesses, fellow employees, supervisors, or others) whom we may contact for additional information to support or clarify your complaint (*attach additional pages, if necessary*):

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

Have you filed, or intend to file, a complaint regarding the matter raised with any of the following?

If yes, please provide the filing dates. Check all that apply.

- | | |
|---|-------------------|
| ☐ U.S. Department of Transportation | Date Filed: _____ |
| ☐ Federal Highway Administration | Date Filed: _____ |
| ☐ Federal Transit Administration | Date Filed: _____ |
| ☐ Office of Federal Contract Compliance Programs | Date Filed: _____ |
| ☐ Texas Department of Transportation | Date Filed: _____ |
| ☐ U.S. Equal Employment Opportunity Commission | Date Filed: _____ |
| ☐ U.S. Department of Justice | Date Filed: _____ |
| ☐ Other: _____ | Date Filed: _____ |

Have you discussed the complaint with any _____ (Name of Recipient) representative?

If yes, provide the name, position, and date of discussion.

Briefly explain what remedy, or action, you are seeking for the alleged discrimination.

Please provide any additional information and/or photographs, if applicable, that you believe will assist with an investigation

We cannot accept an unsigned complaint. Please sign and date the complaint form below.

Complainant's Signature _____

Date _____

Appendix H

Formulario de quejas del Título VI

(Rev. 04/20)
Página 1 de 2

Envíe el formulario completado a:

Vicky Vega
Secretaría Municipal
Ciudad De Saginaw
333 W McLeroy Blvd, Saginaw, TX 76179
correo electronico: vvega@saginawtx.org
numero de telefono: (817) 230-0327

Apellidos _____ Nombre _____

Dirección postal _____

Ciudad _____ Estado _____ Código postal _____

Número de teléfono principal _____ Número de teléfono alternativo _____

Dirección de correo electrónico _____

Indique el motivo de su queja:

☐ Raza _____ ☐ Origen nacional _____

☐ Color _____ ☐ Otro tipo _____

Fecha y lugar de la(s) supuesta(s) acción(es) discriminatoria(s) Por favor, incluya la fecha más antigua de discriminación y la fecha más reciente de discriminación

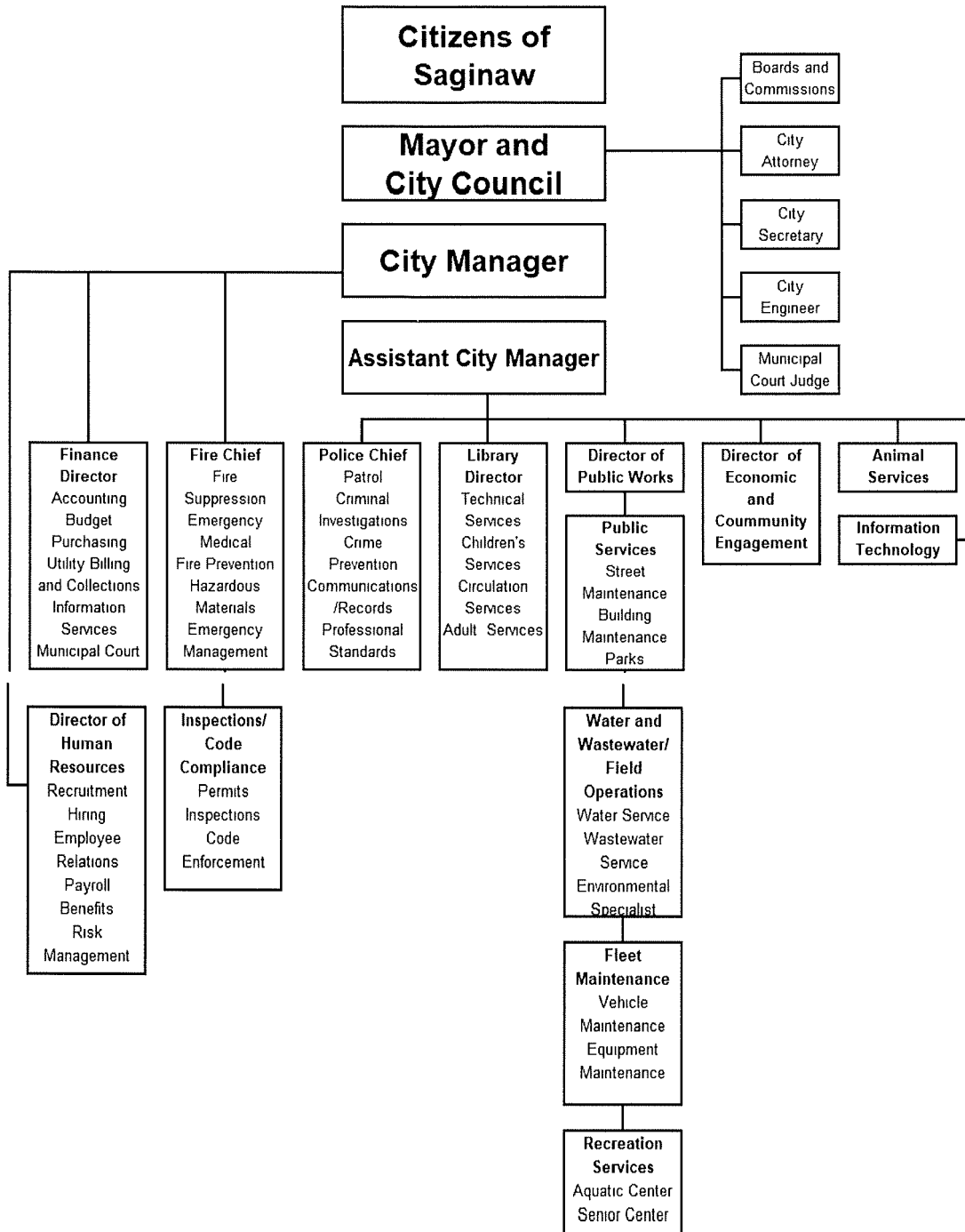
¿De qué manera lo discriminaron? Describa la naturaleza de la acción, decisión o condiciones de la supuesta discriminación. Explique con la mayor claridad posible lo que sucedió y por qué cree que su condición de persona protegida (fundamento) fue un factor determinante en la discriminación. Incluya cómo otras personas fueron tratadas de manera diferente a usted. (Adjunte páginas adicionales, si es necesario)

La ley prohíbe la intimidación o las represalias contra cualquier persona por haber tomado medidas o participado en acciones para garantizar los derechos protegidos por estas leyes. Si considera que ha sido objeto de represalias, independientemente de la discriminación alegada anteriormente, explique las circunstancias a continuación. Explique qué medida tomó que, en su opinión, fue la causa de la supuesta represalia

Nombres de las personas responsables de la(s) acción(es) discriminatoria(s)

Appendix I

ORGANIZATIONAL CHART



Appendix J

City of Saginaw

Title VI/Nondiscrimination Policy Statement

The City of Saginaw, as a recipient of federal financial assistance and under Title VI of the Civil Rights Act of 1964 and related statutes, ensures that no person shall on the grounds of race, color, national origin, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any Department programs or activities.



Signature of Authorized Official

7-8-2026

Date

Appendix K

Título VI/Declaración de política de no discriminación

(Rev. 04/20)
Página 1 de 1

El Ciudad De Saginaw, como beneficiario de ayuda financiera federal y en virtud del Título VI de la Ley de Derechos Civiles de 1964 y estatutos relacionados, garantiza que ninguna persona será excluida de participar, se le negarán los beneficios o será objeto de discriminación en ningún programa o actividad del Departamento por motivos de raza, color o nacionalidad.


Firma del funcionario autorizado

7-8-2026
Fecha

Appendix L

Title VI Complaint Procedures

(Rev. 04/20)
Page 1 of 2

The following procedures cover complaints filed under Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987. Any person who believes they, or any specific class of persons, to be subjected to prohibited discrimination based on race, color or national origin may file a written complaint individually or through a representative. A complaint must be filed no later than 180 days after the date of the alleged discrimination, unless the discrimination is ongoing, or the time for filing is extended by the FHWA. Complaints related to the Federal-aid highway program may be filed with TxDOT, FHWA Division Office, the FHWA Headquarters Office of Civil Rights (HCR), the USDOT Departmental Office of Civil Rights, or the USDOJ. City of Saginaw will ensure that all complaints are sent to the appropriate authority for disposition.

Complaints alleging violations of Title VI by subrecipients may be filed in writing directly with the following local, state and federal agencies:

City of Saginaw

Attn: Title VI Coordinator
333 W McLeroy Blvd.
Saginaw, TX 76179

Additionally, complaints filed against the subrecipient may also be filed with TxDOT or FHWA at:

Texas Department of Transportation
Civil Rights Division
Attn: Title VI Program Administrator
125 E. 11th Street
Austin, TX 78701

Federal Highway Administration – Texas Division
Attn: Civil Rights Specialist
300 E. 8th St.
Austin, TX 78701

Federal Highway Administration
Office of Civil Rights
HCR-20, Room E81-320
1200 New Jersey Avenue, SE
Washington, DC 20590

Complaint and investigation files are confidential. The contents of such files will only be disclosed to

appropriate City of Saginaw personnel, state and federal authorities in
accordance with Federal and State laws. City of Saginaw will retain files
in accordance with records retention schedules and all Federal guidelines.

Appendix M

Procedimientos en caso de quejas del Título VI

(Rev. 04/20)
Página 1 de 2

Los siguientes procedimientos se aplican a las denuncias presentadas en virtud del Título VI de la Ley de Derechos Civiles de 1964 y la Ley de Restauración de los Derechos Civiles de 1987. Cualquier persona que considere que ella misma, o cualquier clase específica de personas, es objeto de discriminación prohibida por motivos de raza, color o nacionalidad, puede presentar una denuncia por escrito, ya sea individualmente o a través de un representante. La queja debe presentarse a más tardar 180 días después de la fecha de la supuesta discriminación, a menos que suceda de manera continua o que la FHWA extienda el plazo para presentar la queja. Las quejas relacionadas con el programa federal de ayuda a las carreteras pueden presentarse ante el Departamento de Transporte de Texas (TxDOT), la Oficina Divisional de la Administración Federal de Carreteras (FHWA), la Oficina de Derechos Civiles (HCR) de la sede central de la FHWA, la Oficina Departamental de Derechos Civiles del Departamento de Transporte de los Estados Unidos (USDOT) o el Departamento de Justicia de los Estados Unidos (USDOJ). Ciudad De Saginaw se asegurará de que todas las quejas se envíen a la autoridad competente para su resolución.

Las quejas por presuntas violaciones del Título VI por parte de los subreceptores pueden presentarse por escrito directamente ante las siguientes agencias locales, estatales y federales:

Ciudad De Saginaw
A la atención de: Coordinador del Título VI
333 W McLeroy Blvd.
Saginaw, TX 76179

Además, las quejas presentadas contra el subreceptor también pueden presentarse ante el Departamento de Transporte de Texas (TxDOT) o la Administración Federal de Carreteras (FHWA) en:

Texas Department of Transportation
Civil Rights Division
A la atención de: Title VI Program Administrator
125 E. 11th Street
Austin, TX 78701

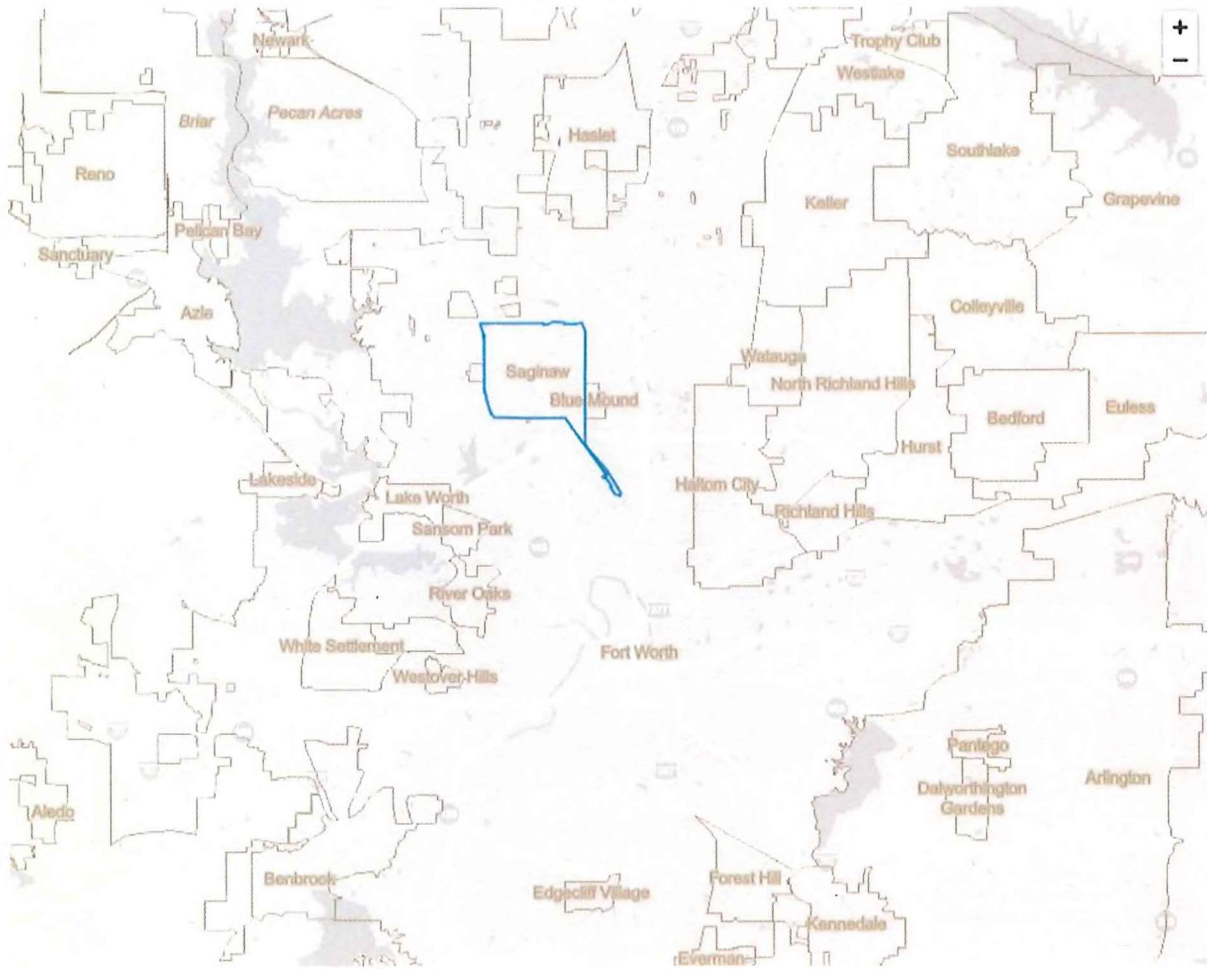
Federal Highway Administration – Texas Division
A la atención de: Civil Rights Specialist
300 E. 8th St
Austin, TX 78701

Federal Highway Administration
Office of Civil Rights
HCR-20, Room E81-320
1200 New Jersey Avenue, SE
Washington, DC 20590

Los expedientes de denuncias e investigaciones son confidenciales. El contenido de dichos archivos solo se revelará al personal Ciudad De Saginaw adecuado, las autoridades estatales y federales, de conformidad con las leyes federales y estatales.

Ciudad De Saginaw conservará los archivos de acuerdo con los calendarios de conservación de registros y todas las directrices federales

Appendix N



Place

Saginaw city, Texas

Saginaw city, Texas is a city, town, place equivalent, or township located in [Texas](#).

// [United States](#) / [Texas](#) / Saginaw city, Texas

 Display Sources

Populations and People

Total Population

23,890

[P1](#) | 2020 Decennial Census

Education

Bachelor's Degree or Higher

24.7%

[S1501](#) | 2024 American Community Survey 5-Year Estimates

Housing

Total Housing Units

9,200

[B25002](#) | 2024 American Community Survey 5-Year Estimates

Families and Living Arrangements

Total Households

9,025

[DP02](#) | 2024 American Community Survey 5-Year Estimates

Income and Poverty

Median Household Income

\$97,276

[S1901](#) | 2024 American Community Survey 5-Year Estimates

Employment

Employment Rate

68.4%

[DP03](#) | 2024 American Community Survey 5-Year Estimates

Health

Without Health Care Coverage

10.9%

[S2701](#) | 2024 American Community Survey 5-Year Estimates

Race and Ethnicity

Hispanic or Latino (of any race)

7,152

[P9](#) | 2020 Decennial Census

City of Saginaw - Population Estimates	
Type of Language Spoken at Home	
English only	76.20%
Spanish	19.80%
Other Indo-European languages	2.20%
Asian and Pacific Islander languages	1.30%
Other languages	0.70%
Native and Foreign Born	
Naturalized U.S. citizen	53.20%
Not a U.S. citizen	46.80%
Older Population	
65 to 74 years	10.30%
75 to 84 years	2.20%
85 years and over	0.70%
Residential Mobility	
Moved within the same county	2.20%
Moved from different county, same state	2.80%
Moved from a different state	2.20%
Moved from abroad	0.30%
Veterans	
Male	83.10%
Female	16.90%
Income and Earnings	
Families	\$112,530
Married-couple families	\$121,554
Nonfamily households	\$70,231
Poverty	
Under 18 years	5.60%
18 to 64 years	4.50%
65 years and over	10.90%
Education	
High school or equivalent degree	28.30%
Some college, no degree	25.60%
Associate's degree	12.40%
Bachelor's degree	17.80%
Graduate or professional degree	6.90%
Employment	
Employee of private company workers	75.30%
Self-employed in own incorporated business w	4.20%
Private not-for-profit wage and salary workers	2.90%
Local, state, and federal government workers	11.90%
Self-employed in own not incorporated busines	5.80%
Commuting	
Drove alone	76.80%
Carpool	8.00%
Public transportation	0.80%
Walked	0.60%
Bicycle	0.00%
Taxicab, motorcycle, or other means	0.30%
Worked from home	13.60%
Health	
Hearing difficulty	3.20%
Vision difficulty	2.20%
Cognitive difficulty	4.80%
Ambulatory difficulty	5.90%
Self-care difficulty	2.30%
Independent living difficulty	4.60%

Table: DECENNIALDHC2020.P9

Race and Ethnicity Population Data	
Race/Ethnicity	Percentage
Hispanic or Latino	29.94%
Not Hispanic or Latino:	70.06%
Population of one race:	65.68%
White alone	54.52%
Black or African American alone	6.93%
American Indian and Alaska Native alone	0.33%
Asian alone	3.40%
Native Hawaiian and Other Pacific Islander alone	0.09%
Some Other Race alone	0.41%
Population of two or more races:	4.39%
Population of two races:	4.24%
White; Black or African American	0.74%
White; American Indian and Alaska Native	1.58%
White; Asian	0.90%
White; Native Hawaiian and Other Pacific Islander	0.09%
White; Some Other Race	0.68%
Black or African American; American Indian and Alaska Native	0.11%
Black or African American; Asian	0.08%
Black or African American; Native Hawaiian and Other Pacific Islander	0.01%
Black or African American; Some Other Race	0.03%
American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0.00%
Asian; Native Hawaiian and Other Pacific Islander	0.01%
Population of three races:	0.13%
White; Black or African American; American Indian and Alaska Native	0.03%
White; Black or African American; Asian	0.03%
White; Black or African American; Some Other Race	0.03%
White; American Indian and Alaska Native; Asian	
White; American Indian and Alaska Native; Some Other Race	0.01%
White; Asian; Native Hawaiian and Other Pacific Islander	0.02%
Black or African American; American Indian and Alaska Native; Some Other Race	
Population of four races:	0.02%
White; Black or African American; American Indian and Alaska Native; Asian	
White; Black or African American; American Indian and Alaska Native; Some Other Race	0.01%
White; Black or African American; Asian; Native Hawaiian and Other Pacific Islander	0.01%
<i>Source: US Census Data 2020</i>	