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**JAN 11 2024**

**CITY CLERK**



**City of Terre Haute**

**TITLE VI IMPLEMENTATION PLAN**

**2024**

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## INTRODUCTION

This Title VI Implementation Plan is a part of the **City of Terre Haute** continual and ongoing effort to proactively meet and exceed the minimum compliance requirements established under Title VI of the Civil Rights Act of 1964 (Title VI), 49 CFR § 26, and the related anti-discrimination statutes and regulations. With this Implementation Plan, the **City of Terre Haute** seeks to provide continued transparency, clarity and technical guidance for internal and external constituents regarding its Title VI program.

## CITY OF TERRE HAUTE TITLE VI NON-DISCRIMINATION NOTICE & POLICY

**The City of Terre Haute** values each individual's civil rights and wishes to provide equal opportunity and equitable service for the citizens of this state. As a recipient of federal funds, **the City of Terre Haute** conforms to Title VI and all related statutes, regulations, and directives, which provide that no person shall be excluded from participation in, denied benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance from **the City of Terre Haute** on the grounds of race, color, age, sex, sexual orientation, gender identity, disability, national origin, religion, income status or limited English proficiency. **The City of Terre Haute** further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, regardless of whether those programs and activities are federally funded.

It is the policy of **the City of Terre Haute** to comply with Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e; Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107; Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, 42 U.S.C. §§ 4601-4655; 1973 Federal Aid Highway Act, 23 U.S.C. § 324; Title IX of the Education Amendments of 1972, Pub. L. No. 92-318, 86 Stat. 235; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §§ 701 *et seq.*; Civil Rights Restoration Act of 1987, Pub. L. No. 100-259, 102 Stat. 28; Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101 *et seq.*; Title VIII of the Civil Rights Act 1968, 42 U.S.C. §§ 3601-3631; Exec. Order No. 12898, 59 Fed. Reg. 7629 (1994) (Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations); and Exec. Order No. 13166, 65 Fed. Reg. 50121 (2000) (Improving Access to Services for Persons with Limited English Proficiency).

The Civil Rights Restoration Act of 1987, Pub. L. No. 100-259, 102 Stat. 28, broadened the scope of Title VI coverage by expanding the definition of terms "programs or activities" to include all programs or activities of federal-aid recipients, subrecipients and contractors/consultants, regardless of whether such programs and activities are federally assisted.

Pursuant to the requirements of Section 504 of the Rehabilitation Act of 1973, Pub. L. No. 93-112, 87 Stat. 355, **the City of Terre Haute** hereby gives assurance that no qualified disabled person shall, solely by reason of disability, be excluded from participation in, be denied the benefits of or otherwise be subjected to discrimination, including discrimination in employment, under any program or activity that receives or benefits from this federal financial assistance.

**The City of Terre Haute** also assures that every effort will be made to prevent discrimination through the impacts of its programs, policies and activities on minority and low-income populations. In addition, **the City of Terre Haute** will take reasonable steps to provide meaningful access to services for persons with limited English proficiency (LEP). **The City of Terre Haute** will, where necessary and appropriate, revise, update and incorporate nondiscrimination requirements into appropriate manuals, directives and regulations.

Whenever **the City of Terre Haute** distributes federal-aid funds to a second-tier subrecipient, **the City of Terre Haute** will include Title VI language in all written agreements.

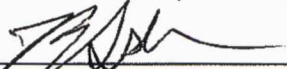
The following individual has been identified as **the City of Terre Haute's** Title VI and ADA Coordinator and is responsible for initiating and monitoring Title VI activities, preparing reports and performing other responsibilities, as required by 23 C.F.R. § 200 and 49 C.F.R. § 21.

Anne-Therese Ryan, Human Relations Director  
Title VI / ADA Program Manager  
17 Harding Ave.  
Terre Haute, IN 47807  
Human.Relations@TerreHaute.IN.Gov

**The City of Terre Haute** affirms its commitment to nondiscrimination annually by publishing its Annual Title VI Implementation Plan and reaffirming its Assurances of Nondiscrimination, incorporated herein (see next page).

**TITLE VI ASSURANCES & IMPLEMENTATION**

Fully executed Assurances are included in Appendix A and integrated into this document. This Title VI Implementation Plan has been adopted, implemented and is being adhered to by **the City of Terre Haute. The City of Terre Haute** has implemented this plan by **passage through its executive officer** and it is effective for **2024**. This plan will be renewed on or before **December 31, 2024**.

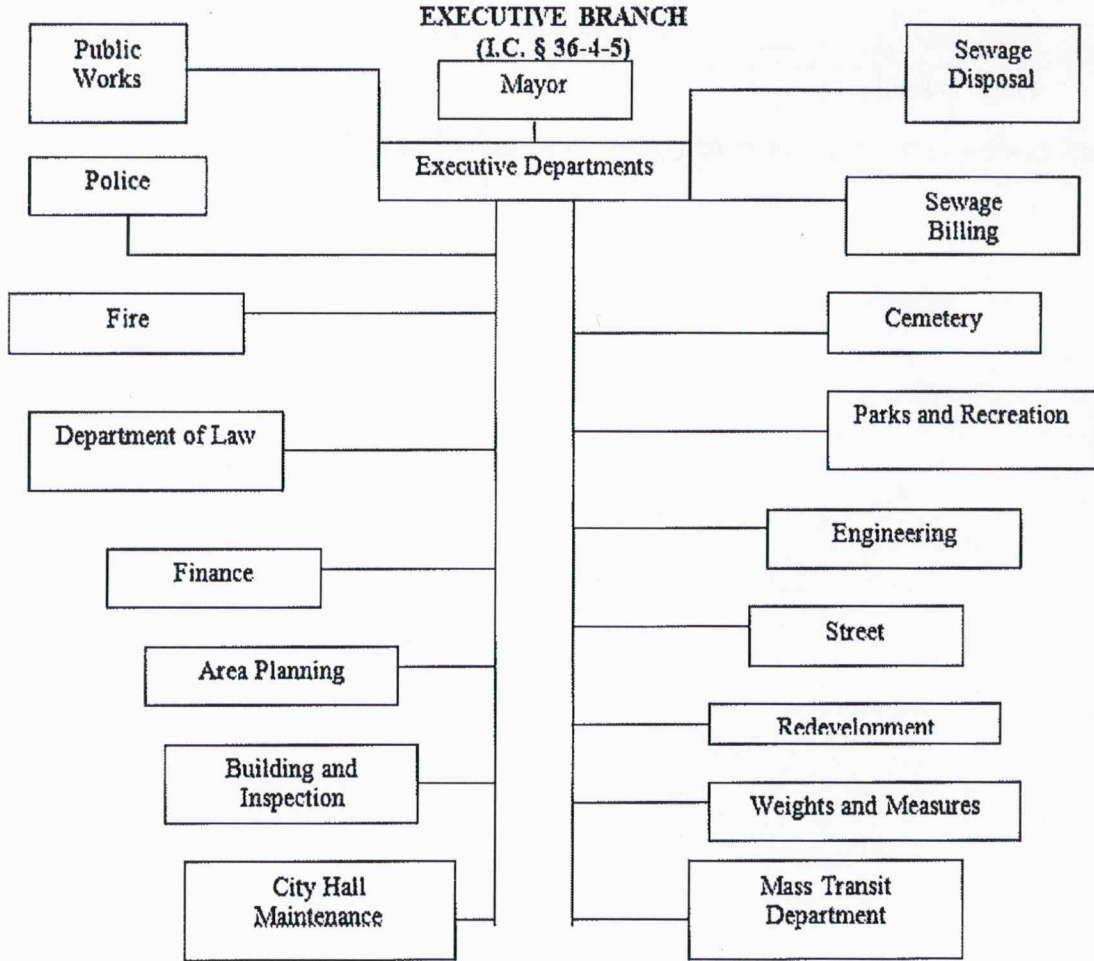
Signed by:  \_\_\_\_\_  
**Brandon Sakbun, Mayor**

Date: 1/3/24

The individual above is a duly authorized representative of the **City of Terre Haute**.

CITY OF TERRE HAUTE ORGANIZATION AND STAFFING

CITY OF TERRE HAUTE



## CITY OF TERRE HAUTE OVERVIEW OF TITLE VI PROGRAM: DATA COLLECTION, ANALYSIS & REPORTING

The type of data collected is dependent on the program area's objective. **The City of Terre Haute** collects various types of data to ensure compliance with Title VI. Some information is collected for a period of time with the objective of determining what data needs to be collected.

The following types of data are currently being collected by **the City of Terre Haute**:

- Complaints received, logged, processed and investigated by **the City of Terre Haute**
- Environmental Justice analysis and reports
- Limited English Proficiency reports
- Title VI Training
- Public Involvement Surveys
- Records of meeting minutes and discussions related to Title VI in all program areas.
- **The City of Terre Haute** collects data related to specific program areas being reviewed this year for disparate / disproportionate impacts or other evidence of potential discrimination or discriminatory outcomes.

### COMPLAINTS OF DISCRIMINATION

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#### HOW TO FILE A COMPLAINT?

While a Complainant may preliminarily submit his or her complaint by online form submission, mail, facsimile, or email to the Title VI Coordinator, a signed, original copy of the complaint must be mailed to the Title VI Coordinator to officially begin the complaint process. Any person with a disability may request to file his or her complaint using an alternative format. **The City of Terre Haute** does not require a Complainant to use **the City of Terre Haute** complaint form when submitting his or her complaint.

Direct all complaints of discrimination pursuant to Title VI to:

Anne-Therese Ryan, Title VI Coordinator  
17 Harding Ave.  
Terre Haute, IN 47807  
Human.Relations@TerreHaute.IN.Gov  
812-244-5611

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#### ELEMENTS OF A COMPLETE COMPLAINT

A complaint must be both written and signed to be complete. Verbal complaints must be reduced to writing and provided to the Complainant for confirmation, review and signature before processing. The complaint form is available for download from the **City of Terre Haute** website at:

<https://www.terrehaute.in.gov/>

Additionally, a complaint must include the following information:

- The full name and address of the Complainant;
- The full name and address of the Respondent, the individual, agency, department or program that allegedly discriminated against Complainant; and
- A description of the alleged discriminatory act(s) that violated Title VI (i.e., an act of intentional discrimination or one that has the effect of discriminating on the basis of race, color, national origin, sex, age or disability) and the date of occurrence.

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#### PROCESSING COMPLAINTS

The Title VI Coordinator will process all complaints. The Title VI Coordinator is responsible for:

- The Title VI Coordinator will review the complaint upon receipt to ensure that all required information is provided, the complaint meets the filing deadline date which is 180 days from the date the alleged discriminatory act occurred, and falls within the jurisdiction of the City.
- The Title VI Coordinator will then investigate the complaint. If the complaint is against the City then the Mayor's office or their designee will investigate the complaint. Additionally, a copy of the complaint will be forwarded to the City Attorney.
- If the complaint warrants a full investigation, the Complainant will be notified in writing by certified mail. This notice will name the investigator and/or investigating agency.
- The party alleged to have acted in a discriminatory manner will also be notified by certified mail as of the complaint. This letter will also include the investigator's name and will request that this party be available for an interview.



- Any comments or recommendations from legal counsel will be reviewed by the Title VI Coordinator, Board of Public Works and Mayor's office.
- Once the City has investigated the report findings, the City will adopt a final resolution.
- All parties associated with the complaint will be properly notified of the outcome of the City's investigative report.
- If the complainant is not satisfied with the results of the investigation of the alleged discriminatory practice(s), she/he shall be advised of their right to appeal the City's decision. Appeals must be filed within 180 days after the City's final resolution. Unless new facts not previously considered come to light, reconsideration of the City's determination will not be available.
- The foregoing complaint resolution procedure will be implemented in accordance with the Department of Justice guidance manual entitled "Investigation Procedures Manual for the Investigation and Resolution of Complaints Alleging Violations of Title VI and Other Nondiscrimination Statutes," available online at:  
<http://www.justice.gov/crt/about/cor/Pubs/manuals/complain.pdf>

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#### ENVIRONMENTAL JUSTICE ANALYSIS & REPORTS

In accordance with Title VI of the Civil Rights Act of 1964, each Federal agency shall ensure that all programs or activities receiving Federal financial assistance that affect human health or the environment do not directly, or through other arrangements, use criteria, methods, or practices that discriminate on the basis of race, color, or national origin. Part of Title VI reads, "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 subject to discrimination under any program or activity receiving Federal financial assistance."

The three fundamental environmental justice (EJ) principles are:

- To avoid, minimize, or mitigate disproportionately high and adverse human health and environmental effects, including social and economic effects, on minority populations and low-income populations;
- To ensure the full and fair participation by all potentially affected communities in the transportation decision-making process; and
- To prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority populations and low-income populations.

**The City of Terre Haute** is committed to these three environmental justice principles in all work that the City performs.

## LIMITED ENGLISH PROFICIENCY (LEP) POLICY

On August 11, 2000, the President signed an executive order, Executive Order 13166: Improving Access to Service for Persons with Limited English Proficiency (LEP), to clarify Title VI of the Civil Rights Act of 1964. It has as its purpose, to ensure meaningful access to programs and services to otherwise eligible persons who are not proficient in the English language. In addition, The US Department of Transportation published Policy Guidance Concerning Recipients' responsibilities to Limited English Proficient Person in the December 14, 2005 Federal Register. This guidance outlines the following four factors that the City uses to access the LEP populations in **the City of Terre Haute**.

1. The number and proportion of LEP persons eligible to be served or likely to be encountered by the City.
2. The frequency with which LEP individuals come into contact with the program, activity or service.
3. The nature and importance of the program, activity, or service provided by the program.
4. The resources available to the City and costs.

In addition, the City of Terre Haute **has not** implemented the safe harbor provision whereby it identifies and translate all vital documents into any language where the 5% threshold is met whereby 5% or more of the population in the county both:

- Does not speak English very well AND
- Primarily speaks another specific language as identified in current census data or other publically available records.

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### SUMMARY OF THE FOUR FACTOR ANALYSIS

#### **Factor 1:**

The number and proportion of LEP persons eligible to be served or likely to be encountered by the City can only be estimated until the actual number of persons who can speak English less than "very well" are documented as needing assistance by City Staff . With this Title VI Plan being in early development stages and considered a document that may need regular updates, US Census Bureau information is being used at this time. The total population is provided below to shown general distribution of race and ethnicity in the community. The estimated number of persons that may not speak English "very well" is following in the US Census Bureau 2006-2010 American Community Survey.

The U.S. Census Bureau provides statistics from 2020 for the **City of Terre Haute** as follows:

Total population = 58,599

Population by Ethnicity:

Hispanic or Latino = 3.8%

Population by Race:

White = 80.3%, African American = , Asian = 2.3%, American Indian or Alaska Native = 0.2%, Native Hawaiian and Pacific Islander = 0.0%, Identified by two or more = 4.4%

The US Census Bureau 2018-2022 American Community Survey 5-Year Estimates under SELECTED SOCIAL CHARACTERISTICS estimates the number of people in **City of Terre Haute** who speak a language other than English to be 3,413 with those speaking English less than “very well” estimated at 1.7% or approximately 956 individuals who may be considered limited in English proficiency. The margin of error is +/-0.4 so the actual number may fluctuate from 669 to 1,243 individuals.

According to the census numbers above there may be up to 1,243 individuals who live in **the City of Terre Haute** that may be considered as LEP. Based on actual contact between City Staff and the community there have been very few requests from anyone in the service area asking the City to provide language translation services. Therefore, the LEP population is probably even less than the estimate shown above.

**Factor 2: The frequency with which LEP individuals come into contact with the program, activity or service:**

Due to the infrequent requests for translation services, there appears to be a minimal need for translation services from the City. This may be attributed to the high percentage of younger people (87.6% for ages up to 17) who are available as family members for translation services.

**Factor 3: The nature and importance of the program, activity, or service provided by the program:**

If at any time a LEP individual requests translation services that are considered important such that denial or delay of access or services or information could have serious or even life-threatening implications, the City will provide, upon request, services to assist the LEP population including translation of vital City documents and interpretation services.

**Factor 4: The resources available to the City and costs:**

**The City of Terre Haute** has state and federal resources available for translation purposes at little to no cost.

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## SUMMARY OF LEP ACCOMMODATION PLAN

- The **City of Terre Haute** strives to serve its population to the best of its ability and will provide upon request, services to assist the LEP population including translation of vital documents and interpretation services deemed necessary to provide meaningful access to City services.
- A U.S. Census Bureau I Speak card is available as part of this document. This card allows LEP individuals to communicate their preferred language to City Staff whereas City Staff may then access a translation service as determined by the City.
- The **City of Terre Haute** utilizes a voluntary public involvement survey to collect information regarding persons affected by proposed projects. The survey permits respondents to remain anonymous, while voluntarily answering questions regarding their gender, ethnicity, race, age, sex, disability status, and household income. Once the survey data has been collected, it will be reviewed and then the survey will be placed in a file for future reference. In the case enough surveys are collected over time to show a significant increase in LEP populations, the City may consider changes to their LEP policy. Completed surveys shall be retained for a period of three years from the date of the meeting and/or completion of the related project, if applicable.
- The City reviews written Title VI complaints and ensures every effort is made to resolve complaints informally at the local or regional level and review and update the City's Title VI plan and procedures as required.
- Staff for the City will be provided training on the requirements for providing meaningful access to services for LEP persons and new employees will receive the same training.

## TITLE VI TRAINING

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### EMPLOYER/EMPLOYEE DISSEMINATION & TRAINING

**At the time of Hire (and annually to all employees if applicable):** Title VI policy education and literature will be provided to all **City of Terre Haute** employees. **City of Terre Haute** employees will be required to sign an acknowledgement of receipt indicating they have received and reviewed Title VI policy guidelines. New employees will be provided with education and literature at new employee orientation. Employees will be provided with updated education and literature as **the City of Terre Haute** deems necessary.

**Ongoing Training provided to current employees:** Current employees will receive training **annually**. Training will consist of **an instructor-led workshop** and will be provided **in person and via recording**.

Employees will be expected to follow the Title VI policy and the guidelines set forth. In addition, **City of Terre Haute** employees should make every effort to alleviate any barriers to service or public use that would restrict public access or usage, take prompt and reasonable action to avoid or minimize discrimination incidences and immediately notify the Title VI Coordinator, in writing, of any questions, complaints or allegations of discrimination.

## PUBLIC INVOLVEMENT

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### DATA COLLECTION

Pursuant to 23 CFR 200.9(b) (4), **the City of Terre Haute** shall collect and analyze statistical information regarding demographics to assist in monitoring and ensuring nondiscrimination in all of its programs and activities.

**The City of Terre Haute** shall utilize a voluntary Title VI public involvement survey that will be available at all public hearings and meetings. The survey will allow respondents to remain anonymous. The survey will ask questions regarding the respondent's gender, ethnicity, race, age, income and if they are disabled. The facilitator of the public hearings and meetings will make an announcement at the beginning of the meeting informing attendees of the survey and its purpose and a request will be made for the attendees to complete the voluntary survey. Completed surveys will be retained by the Title VI Coordinator for three (3) years.

The Title VI Coordinator will also collect and report statistical data for the past three (3) years as it relates to the number of federally funded projects, complaints filed and the results of those complaints, any requests for language services, demographic statistics and department compliance reviews.

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### COMMUNITY INVOLVEMENT & OUTREACH

**The City of Terre Haute** is committed to ensuring that community involvement and outreach is done in a respectful and appropriate manner that will allow for diverse involvement. Public meetings, programs and activities will provide equitable opportunities for participation.

The City of Terre Haute hosts meetings monthly and those meetings are open to the public. Any meetings that are open to the public are published on City of Terre Haute website's main page. All City of Terre Haute public meetings are held in locations accessible to individuals with disabilities. Upon request, translators can be provided free of charge to those individuals with limited English proficiency. Auxiliary aids are also available upon request. Requests must be made within forty-eight (48) hours in advance.

Also published on the City of Terre Haute website are various meeting agenda's, meeting minutes, notices, events and news. Some departments within City of Terre Haute utilize signage, media and social media websites as another avenue to communicate with the community.

## REVIEW OF PROGRAM AREA

This section outlines annual goals set forth by City of Terre Haute to comply with Title VI requirements and statutes. This list will be monitored for updates and additions.

### ANNUAL WORK PLAN

| Accomplishments   | Completion Date |
|---|-----------------|
| Continued Implementation of City's ADA Transition Plan                                    | Ongoing         |
| Routinely reviewed complaints of barriers, developed response plans and remedied requests | Ongoing         |
| Continued to intake and log complaints of discrimination                                  | Ongoing         |
| Maintained accessibility features on City's website                                       | Ongoing         |

| Goals   | Target Completion Date |
|---|------------------------|
| Continue Implementation of City's ADA Transition Plan                                       | Ongoing                |
| Routinely review complaints of barriers, develop response plans, and remedy requests        | Ongoing                |
| Continued to intake and log complaints of discrimination                                    | Ongoing                |
| Maintain accessibility features on City's website   | Ongoing                |
| Ensure all employees have access to a digital copy of the City's Title VI Policy            | February 2024          |
| Update Public Notice Policy to include information on requesting accommodations             | February 2024          |
| Review and update the City's Title VI Policy if deemed necessary                            | March 2024             |
| Develop and implement plan for outreach and education for City residents regarding Title VI | April 2024             |
| Develop and implement 2024 Public Involvement Survey  | May 2024               |
| Review and redesign Title VI Onboarding Materials   | July 2024              |
| Review and update Title VI Training for City Employees                                      | July 2024              |

# APPENDIX

- A. Assurances
- B. Complaint Policy
- C. Complaint Log
- D. External Complaint Procedure/Form
- E. Public Involvement Survey
- F. I Speak Cards



## APPENDIX A: ASSURANCES

### Title VI Assurances

The City of Terre Haute (hereinafter referred to as the "Recipient") HEREBY AGREES THAT as a condition to receiving any Federal financial assistance from the Department of Transportation and the Federal Highway Administration, it will comply with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d-42 U.S.C. 2000d-4 (hereinafter referred to as the Act), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations (CFR), 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, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures (hereinafter referred to as the Regulations) and other pertinent nondiscrimination authorities and directives, to the end that in accordance with the Act, Regulations, and other pertinent nondiscrimination authorities and directives, no person in the United States shall, on the grounds of religion, race color, or national origin, sex (23 USC 324), sexual orientation, gender identity (Executive Order 13672), age (42 USC 6101), disability/handicap (29 USC 790) and low income (Executive Order 12898) 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 the Department of Transportation, including the Federal Highway Administration, and HEREBY GIVES ASSURANCE THAT it will promptly take any measures necessary to effectuate this agreement. This assurance is required by Title 49 Code of Federal Regulations, subsection 21.7(a)(1) and Title 23 Code of Federal Regulations, section 200.9(a) (1) of the Regulations, copies of which are attached.

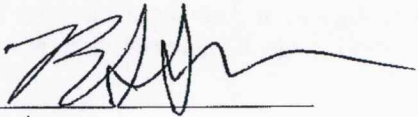
More specifically and without limiting the above general assurance, the Recipient hereby gives the following specific assurances with respect to its Federal Aid Highway Program.

1. That the Recipient agrees that each "program" and each "facility as defined in 49 CFR subsections 21.23(e) and (b) and 23 CFR 200.5(k) and (g) of the Regulations, will be (with regard to a "program") conducted, or will be (with regard to a "facility") operated in compliance with all requirements imposed by, or pursuant to, the Regulations.
2. That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations and made in connection with all Federal-Aid Highway Programs and, in adapted form in all proposals for negotiated agreements:

The Indiana Department of Transportation (INDOT), in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office the Secretary, Part 21, Nondiscrimination in Federally assisted programs of the Department of Transportation and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes, issued pursuant to such Acts, hereby notifies all bidders that it will affirmatively insure that in any contact entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income in consideration for an award.

3. That the Recipient shall insert the clauses of Appendix A of this assurance in every contract subject to the Acts and the Regulations.
4. That the Recipient shall insert the clauses of Appendix B of this assurance, 'as a covenant running with the land, in any deed from the United States effecting a transfer of real property, structures, or improvements thereon, or interest therein.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the assurance shall 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 shall extend to rights to space on, over or under such property.
7. That the Recipient shall include the appropriate clauses set forth in Appendix C of this assurance, as a covenant running with the land, in any future deeds, leases, permits, licenses, and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under the Federal-Aid Highway Program; and (b) for the construction or use of or access to space on, over or under real property acquired, or improved under the Federal-Aid Highway 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 shall provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he delegates specific authority to give reasonable guarantee that it, other recipients, subgrantees, contractors, subcontractors, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Act, 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 Act, the Regulations, and this assurance.

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 the Recipient Department of Transportation under the Federal-Aid Highway Program and is binding on it, other recipients, subgrantees, contractors, subcontractors, transferees, successors in interest and other participants in the Federal-Aid Highway Program. The person or persons whose signatures appear below are authorized to sign this assurance on behalf of the Recipient

  
\_\_\_\_\_  
Signature

1/3/24  
\_\_\_\_\_  
Date

## APPENDIX A

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

- (1) **Compliance with Regulations:** The contractor shall comply with the Regulation relative to nondiscrimination in Federally-assisted programs of the Department of Transportation (hereinafter, "DOT") Title 49, Code of Federal Regulations, Part 21, and the Federal Highway Administration (hereinafter "FHWA") Title 23, Code of Federal Regulations, Part 200 as they may be amended from time to time, (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this contract.
- (2) **Nondiscrimination:** The Contractor, with regard to the work performed by it during the contract, shall not discriminate on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor shall not participate either directly or indirectly in the discrimination prohibited by 49 CFR, section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.
- (3) **Solicitations for Subcontractors, 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 shall be notified by the contractor of the contractor's obligations under this contract and the Regulations relative to nondiscrimination on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income.
- (4) **Information and Reports:** The contractor shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Indiana Department of Transportation (INDOT) or the FHWA to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish this information the contractor shall so certify to INDOT or the FHWA as appropriate, and shall set forth what efforts it has made to obtain the information.
- (5) **Sanctions for Noncompliance:** In the event of the contractor's noncompliance with the nondiscrimination provisions of this contract, INDOT shall impose such contract sanctions as it or the FHWA may determine to be appropriate, including, but not limited to:
  - (a.) withholding of payments to the contractor under the contract until the contractor complies, and/or
  - (b.) cancellation, termination or suspension of the contract, in whole or in part.
- (6) **Incorporation of Provisions:** The contractor shall include the provisions of paragraphs (1) through (6) in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

The contractor shall take such action with respect to any subcontract or procurement as INDOT or the FHWA may direct as a means of enforcing such provisions including sanctions for non-compliance: Provided, however, that, in

the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or supplier as a result of such direction, the contractor may request the Indiana Department of Transportation to enter into such litigation to protect the interests of the Indiana Department of Transportation and, in addition, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

## APPENDIX B

A. The following clauses shall be included in any and all deeds effecting or recording the transfer of real property, structures or improvements thereon, or interest therein from the United States.

### (GRANTING CLAUSE)

NOW, THEREFORE, the Department of Transportation, as authorized by law, and upon the condition that the Indiana Department of Transportation will accept title to the lands and maintain the project constructed thereon, in accordance with Title 23, United States Code of Federal Regulations, the Regulations for the Administration of Federal-Aid Highway Programs and the policies and procedures prescribed by FHWA, also in accordance with and in compliance with 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 and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes (hereinafter referred to as the Regulations) pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the *Indiana Department of Transportation* all the right, title and interest of the 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 the Indiana Department of Transportation and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and shall be binding on the Indiana Department of Transportation its successors and assigns.

The Indiana Department of Transportation, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person shall on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income 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 Indiana Department of Transportation shall 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, 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, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended [,] and (3) that in the event of breach of any of the above-mentioned nondiscrimination conditions, the Department shall have a right to re-enter said lands and facilities on said land, and the above described land and facilities shall thereon revert to and vest in and become the absolute property of the Department of Transportation and its assigns as such interest existed prior to this instruction.\*

#### APPENDIX C

The following clauses shall be included in all deeds, licenses, leases, permits, or similar instruments entered into by the Indiana Department of Transportation (INDOT) pursuant to the provisions of Assurance 7(a).

The (grantee, licensee, lessee, permittee, etc., as appropriate) for himself, his 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 in the event facilities are constructed, maintained, or otherwise operated on the said property described in this (deed, license, lease, permit, etc.) for a purpose for which a Department of Transportation program or activity is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) shall maintain and operate such facilities and services in compliance with all other requirements imposed 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, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended.

[Include in licenses, leases, permits, etc.]\*

That in the event of breach of any of the above nondiscrimination covenants, INDOT shall have the right to terminate the [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon, and hold the same as if said [licenses, lease, permit, etc.] had never been made or issued.

[Include in deed.]\*

---

\* Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

\* Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

That in the event of breach of any of the above nondiscrimination covenants, Indiana Department of Transportation shall have the right to re-enter said lands and facilities thereon, and the above described lands and facilities shall thereupon revert to and vest in and become the absolute property of INDOT and its assigns.

The following shall be included in all deeds, licenses, leases, permits, or similar agreements entered into by INDOT pursuant to the provisions of Assurance 7(b).

The (grantee, licensee, lessee, permittee, etc., as appropriate) for himself, his 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 religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income shall be excluded from participation in, denied the benefits of, or he 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 religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income, shall be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) shall use the premises in compliance with all other 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), Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended.

[Include in licenses, leases, permits, etc.]\*

That in the event of breach of any of the above nondiscrimination covenants, INDOT shall have the right to terminate the [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon, and hold the same as if said [license, lease, permit, etc.] had never been made or issued.

[Include in deeds]\*

That in the event of breach of any of the above nondiscrimination covenants, INDOT shall have the right to re-enter said land and facilities thereon, and the above described lands and facilities shall thereupon revert to and vest in and become the absolute property of INDOT and its assigns.

---

\* Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

## **APPENDIX B: COMPLAINT POLICY**

### **Complaint Policy**

Any person who believes that he or she as a member of a protected class, has been discriminated against based on race, color, national origin, gender, age, disability, religion, low income status, or Limited English Proficiency in violation of Title VI of the Civil Rights Act of 1964, as amended and its related statutes, regulations and directives, Section 504 of the Vocational Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, as amended, the Civil Rights Restoration Act of 1987, as amended, and any other Federal nondiscrimination statute may submit a complaint. A complaint may also be submitted by a representative on behalf of such a person.

It is the policy of the City of Terre Haute to conduct a prompt and impartial investigation of all allegations of discrimination and to take prompt effective corrective action when a claim of discrimination is substantiated.

No one may intimidate, threaten, coerce or engage in other discriminatory conduct against anyone because they have taken action or participated in an action to secure rights protected by the civil rights laws. Any individual alleging such harassment or intimidation may submit a complaint by following the procedure printed below.

Any individual who feels that he or she has been discriminated against may submit a written or verbal complaint. The complaint may be communicated to any City supervisor or to the City's Human Relations Commission. The complaint should be submitted within 180 days of the alleged discrimination. Complaint forms may be found on the City of Terre Haute website. Individuals are not required to use the City's complaint form. If necessary, the City will help an individual reduce his or her complaint to writing for his or her signature.

Generally a complaint should include the name, address and telephone number of the individual complaining (complainant) and a brief description of the alleged discriminatory conduct including the date of harm. An individual submitting a complaint alleging discrimination may include any relevant evidence, including the names of witnesses and supporting documentation.

**Complaints should be directed to:**  
**ANNE-THERESE RYAN, TITLE VI COORDINATOR**  
**17 HARDING AVE. TERRE HAUTE, IN 47807**  
**812-244-5611**  
**HUMAN.RELATIONS@TERREHAUTE.IN.GOV**

Within 60 days of the receipt of the complaint the City will conduct an investigation of the allegation based on the information provided and issue a written report of its findings to the complainant. The City will try to obtain an informal voluntary resolution to all complaints at the lowest level possible.

A complainant's identity shall be kept confidential except to the extent necessary to conduct an investigation. All complaints shall be kept confidential.

These procedures do not deny the right of any individual to file a formal complaint with any government agency or affect an individual's right to seek private counsel for any complaint alleging discrimination.

Complaints may also be filed with the following government agencies:

Indiana Department of Transportation  
Economic Opportunity Division  
100 N. Senate, Room N750  
Indianapolis, IN 46204  
Phone: (317) 233-6511  
Fax: (317) 233-0891

Indianapolis District EEOC Office  
101 West Ohio Street, Ste 1900  
Indianapolis, IN 46204  
Phone: (800) 669-4000  
Fax: (317) 226-7953  
TTY: 1 (800) 669-6820

Indiana Civil Rights Commission  
100 N. Senate Ave., Room N300  
Indianapolis, IN 46204  
Toll Free: 1 (800) 628-2909  
Phone: (317) 232-2600  
Fax: (317) 232-6560  
Hearing Impaired: 1 (800) 743-3336



# APPENDIX C: COMPLAINT LOG

## TITLE VI COMPLAINT LOG

| Case No. | Investigator | Complainant | Sub-recipient | Protected Category | Date Filed | Date of Final Report | Disposition |
|----------|--------------|-------------|---------------|--------------------|------------|----------------------|-------------|
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |
|          |              |             |               |                    |            |                      |             |

## **APPENDIX D: EXTERNAL COMPLAINT PROCEDURE**

### **EXTERNAL COMPLAINT OF DISCRIMINATION**

#### **INSTRUCTIONS:**

The purpose of this form is to help any person interested in filing a discrimination complaint with the **City of Terre Haute**. You are not required to use this form. You may write a letter with the same information, sign it, and return it to the address below. All bold items must be completed for your complaint to be investigated. Failure to provide complete information may impair the investigation of your complaint.

Title VI of the Civil Rights Act of 1964, as amended and its related statutes and regulations (Title VI) prohibit discrimination on the basis of race, color, national origin, sex, age, disability/handicap, or income status in connection with programs or activities receiving federal financial assistance for the United States Department of Transportation, Federal Highway Administration, and/or Federal Transit Administration. These prohibitions extend to the **City of Terre Haute** as a sub-recipient of federal financial assistance.

Upon request, assistance will be provided if you are an individual with a disability or have limited English proficiency. Complaints may also be filed using alternative formats such as computer disk, audiotape, or Braille.

You also have the right to file a complaint with other state or federal agencies that provide federal financial assistance to the **City of Terre Haute**. Additionally, you have the right to seek private counsel.

The **City of Terre Haute** is prohibited from retaliating against any individual because he or she opposed an unlawful policy or practice, filed charges, testified, or participated in any complaint action under Title VI or other nondiscrimination authorities.

Please make a copy of your complaint form for your personal records. Do not send your original documents as they will not be returned. Mail the original complaint form along with any copies of documents or records relevant to your complaint to the address below.

Complaints of discrimination must be filed within 180 days of the date of the alleged discriminatory act. If the alleged act of discrimination occurred more than 180 days ago, please explain your delay in filing this complaint.

**\*\*Your complaint cannot be processed without your signature.**

**External Complaint Form**

**City of Terre Haute**

**TITLE VI COMPLAINT FORM**

Title VI of the 1964 Civil Rights Act requires 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." If you feel you have been discriminated against, please provide the following information in order to assist us in processing your complaint

Email it to:

[Human.Relations@TerreHaute.IN.Gov](mailto:Human.Relations@TerreHaute.IN.Gov)

Mail it to:

Title VI Coordinator  
City of Terre Haute  
17 Harding Ave.  
Terre Haute, IN 27807

|   |             |                   |            |
|---|-------------|-------------------|------------|
| <b>Section I:</b>   |             |                   |            |
| Name:   |             |                   |            |
| Address:  |             |                   |            |
| Telephone (Cell/Home):                                      |             | Telephone (Work): |            |
| E-Mail Address:   |             |                   |            |
| Accessible Format Requirements?                             | Large Print |                   | Audio Tape |
|   | IDD         |                   | Other      |
| <b>Section II:</b>  |             |                   |            |
| Are you filing this complaint on your own behalf?           | Yes *       | No                |            |
| *If you answered "yes" to this question, go to Section III. |             |                   |            |

If you answered no to this question, please supply the name and relationship of the person for whom you are submitting this form:

Complainant Name:

Complainant Address:

|                                    |                               |
|------------------------------------|-------------------------------|
| Complainant Telephone (Cell/Home): | Complainant Telephone (Work): |
|------------------------------------|-------------------------------|

Complainant E-Mail Address:

Please explain why you have filed for a third party:

|   |     |    |
|---|-----|----|
| Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party. | Yes | No |
|---|-----|----|

**Section III:**

I believe the discrimination I experienced was based on (check all that apply):  
 Race  Color  National Origin  Sex  Age  Disability  Low Income

Date of Alleged Discrimination (Month, Day, Year): \_\_\_\_\_

Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. Include the name and contact information of the person(s) who discriminated against you (if known). If more space is needed, please use the back of this form.

|  |     |    |
|--|-----|----|
| Please list names and phone numbers of any and all witnesses to the incident.  |     |    |
| What type of corrective action would you like to see taken by the City?  |     |    |
| <b>Section IV:</b>   |     |    |
| Have you previously filed a Title VI complaint with this agency?   | Yes | No |
| <b>Section V:</b>  |     |    |
| Have you filed this complaint with any other Federal, State, or local agency, or with any Federal or State court?  |     |    |
| <input type="checkbox"/> Yes <input type="checkbox"/> No<br>If yes, check all that apply:<br><input type="checkbox"/> Federal Agency <input type="checkbox"/> Federal Court <input type="checkbox"/> State Agency <input type="checkbox"/> State Court <input type="checkbox"/> Local Agency |     |    |
| Please provide information about a contact person at the agency/court where the complaint was filed.   |     |    |
| Name of Contact person:  |     |    |
| Title:   |     |    |
| Agency:  |     |    |
| Address:   |     |    |
| Telephone:   |     |    |

|                                      |
|--------------------------------------|
| <b>Section VI</b>                    |
| Name of agency complaint is against: |
| Contact person:                      |
| Title:                               |
| Telephone number:                    |
| Email:                               |

You may attach any written materials or other information that you think is relevant to your complaint.

Signature and date required below

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## APPENDIX E: VOLUNTARY PUBLIC INVOLVEMENT SURVEY

### VOLUNTARY TITLE VI PUBLIC INVOLVEMENT SURVEY

As a recipient of federal funds, the Indiana Department of Transportation (INDOT) is requiring local agencies to develop a procedure for gathering statistical data regarding participants and beneficiaries of its federal-aid highway programs and activities (23 CRF §200.9(b)(4)). The City of Terre Haute is distributing this voluntary survey to fulfill that requirement to gather information about the populations affected by proposed projects.

You are not required to complete this survey. Submittal of this information is voluntary. This form is a public document that the City of Terre Haute will use to monitor its programs and activities for compliance with Title VI and the Civil Rights Act of 1964, as amended and its related statutes and regulations.

If you have any questions regarding the City of Terre Haute's responsibilities under Title VI of the Civil Rights Act of 1964 or the Americans with Disabilities Act, please contact Anne-Therese Ryan, Title VI Coordinator, 17 Harding Ave. Terre Haute, IN 47807; 812-244-5611; Human.Relations@TerreHaute.IN.Gov.

You may return the survey by mailing or e-mailing it to the address below.

|  |  |  |
|--|--|--|
| <b>Date:</b>   |  |  |
| <b>Project Name:</b>   |  |  |
| <b>Proposed Project Location:</b>  |  |  |
| <b>Gender:</b> <input type="checkbox"/> Female <input type="checkbox"/> Male   |  |  |
| <b>Ethnicity:</b> <input type="checkbox"/> Hispanic or Latino <input type="checkbox"/> Not Hispanic or Latino                            |  |  |
| <b>Race: (Check one or more)</b>   |  |  |
| <input type="checkbox"/> American Indiana or Alaska Native   | <input type="checkbox"/> Asian             |  |
| <input type="checkbox"/> Native Hawaiian or Other Pacific Islander   | <input type="checkbox"/> White             |  |
| <input type="checkbox"/> Black or African-American   | <input type="checkbox"/> Multiracial       |  |
| <b>Age:</b>  |  | <b>Disability:</b>                         |
| <input type="checkbox"/> 1-21  | <input type="checkbox"/> 22-40             | <input type="checkbox"/> Yes               |
| <input type="checkbox"/> 41-65   | <input type="checkbox"/> 65+               | <input type="checkbox"/> No                |
| <b>Household Income:</b>   |  |  |
| <input type="checkbox"/> \$0-\$12,000  | <input type="checkbox"/> \$12,001-\$24,000 | <input type="checkbox"/> \$24,001-\$36,000 |
| <input type="checkbox"/> \$36,001-\$48,000   | <input type="checkbox"/> \$48,001-\$60,000 | <input type="checkbox"/> \$60,001+         |
| Anne-Therese Ryan, Title VI Coordinator<br>17 Harding Ave.<br>Terre Haute, IN 47807<br>812-244-5611<br>Human.Relations@TerreHaute.IN.Gov |  |  |

## APPENDIX F: I Speak Card

### A

AMHARIC:

እኔ እማርኛ መናገር

ARABIC:

أنا أتحدث اللغة العربية

ARMENIAN:

Ես խոսում եմ հայերեն ես

### B

BENGALI:

আমি বাংলা কথা বলতে পারি

BOSNIAN:

Ja govorim bosanski

BULGARIAN:

Аз говоря български

BURMESE:

ကျွန်ုပ်တို့/ကျွန်ုပ်မတို့ မြန်မာလို မြန်မာစကား ပြောတယ်

### C

CAMBODIAN:

ខ្ញុំនិយាយភាសាខ្មែរ

CANTONESE:

我講廣東話 traditional

我讲广东话 simplified

CATALAN:

Parlo català

CHIN:

Lai Tong ka toi—Falam chin

Lai Holh Ka thiam—Hakha chin

Zo bya ka thya—Zo tung Chin

CROATIAN:

Govorim hrvatski

CZECH:

Mluvím česky

### D

DANISH:

Jeg taler dansk

DARI:

من دری حرف می زلم

DUTCH:

Ik spreek Nederlands

### E

ESTONIAN:

Ma räägin eesti keelt

### F

FARSI:

من فارسی صحبت می کنم

FINNISH:

Puhun suomea

FRENCH:

Je parle français



## G

### GERMAN

Ich spreche Deutsch

### GREEK

Μιλώ στα ελληνικά

### GUJARATI

હું ગુજરાતી બોલું છું

## H

### HAITIAN CREOLE

M pale kreyòl ayisyen

### HEBREW

אני מדבר עברית masculine

אני מדברת עברית feminine

### HINDI

मैं हिंदी बोलता हूँ ।

### HMONG

Kuv hais lus Hmoob

### HUNGARIAN

Beszélek magyarul

## I

### ICELANDIC

Ég tala íslensku

### ILOCANO

Agsaonak ti Ilokano

### INDONESIAN

saya bisa berbahasa Indonesia

### ITALIAN

Parlo italiano

## J

### JAPANESE

私は日本語を話す

## K

### KACKCHIQUEL

Quin chagüic' ka ch'abal' ruin' ri  
tz'ijon cakchiquel

### KAREN

ယကဝ်တညီတၢ်

### KIRUNDI

Ndevuga Ikirundi

Nvuga Ikirundi

### KOREAN

나는 한국어로 이야기

### KURDISH

man Kurdii zaanim

### KURMANCI

man Kurmaanjii zaanim

## L

### LAOTIAN

ຂໍ້ພາສາລາວ

### LATVIAN

Es runāju latviski

### LITHUANIAN

Aš kalbu lietuviškai

## M

### MANDARIN

我講國語

traditional

我讲国语/普通话

simplified

### MAM

Bán chiyola tuj kíyol mām

### MON

ខ្ញុំ រៀន ភាសា ខ្មែរ

## N

### NEPALI

म नेपाली बोल्न

### NORWEGIAN

Jeg snakker norsk

## P

### PERSIAN

من فارسی صحبت می کنم.

### POLISH

Mówię po polsku

### PORTUGUESE

Eu falo português do Brasil  
for Brazil

Eu falo português de Portugal for  
Portugal

### PUNJABI

ਮੈਂ ਪੰਜਾਬੀ ਬੋਲਦਾ/ਬੋਲਦੀ ਹਾਂ।

## Q

### Q'ANJOB'AL

Ayin tí chí' walaq' atjob' al

### QUICHE

In kinch'aw k'uin ch'e quiche

## R

### ROMANIAN

Vorbesc românește

### RUSSIAN

Я говорю по-русски

## S

### SERBIAN

Ja govorim srpski

### SIGN LANGUAGE (AMERICAN)



I, ME



SIGN, SIGN LANGUAGE

**SINHALESE:**

මම සිංහල කතා කල හැකිය

**SLOVAK:**

Hovorím po slovensky

**SLOVENIAN:**

Govorim slovensko

**SOMALI:**

Waan ku hadlaya af-Soomaali

**SPANISH:**

Yo hablo español

**SWAHILI:**

Ninaongea Kiswahili

**SWEDISH:**

Ja talar svenska

**T**

**TAGALOG:**

Marunong akong man-Tagalog

**TAMIL:**

நான் தமிழ் பேச  
India

நான் தமிழ் கதைப்பேன்  
Sri Lanka

**THAI:**

พูดภาษาไทย

**TIGRINYA:**

ተገርኛ አሠራለሁ

**TURKISH:**

Türkçe konuşurum

**U**

**UKRAINIAN:**

Я розмовляю українською мовою

**URDU:**

میں اردو بولتا ہوں

**V**

**VIETNAMESE:**

Tôi nói tiếng Việt

**W**

**WELSH:**

Dwi'n siarad

**X**

**XHOSA:**

Ndithetha isiXhosa

**Y**

**YIDDISH:**

איך רעד יידיש

**YORUBA:**

Mo nso Yoruba

**Z**

**ZULU:**

Ngiyasikhluluma isiZulu

1. The first part of the document discusses the importance of maintaining accurate records of all transactions. This is essential for ensuring the integrity of the financial statements and for providing a clear audit trail. The records should be kept up-to-date and should be easily accessible to all relevant parties.

2. The second part of the document outlines the various methods used to collect and analyze data. These methods include interviews, surveys, and focus groups. Each method has its own strengths and weaknesses, and it is important to choose the most appropriate one for the specific research objectives.

3. The third part of the document describes the process of data analysis. This involves identifying patterns and trends in the data, and then interpreting these findings in the context of the research questions. It is important to be objective and to avoid drawing conclusions that are not supported by the data.

4. The fourth part of the document discusses the importance of communicating the results of the research. This involves writing a clear and concise report that summarizes the findings and provides recommendations for future action. It is also important to present the results in a way that is easy to understand for the intended audience.

5. The fifth part of the document discusses the ethical considerations of research. This includes issues such as informed consent, confidentiality, and the potential for harm to participants. It is important to be transparent about these issues and to take steps to minimize any potential risks.

6. The sixth part of the document discusses the importance of ongoing evaluation and improvement. This involves regularly reviewing the research process and making changes as needed to ensure that the research is as effective as possible. It is also important to seek feedback from participants and other stakeholders.

7. The seventh part of the document discusses the importance of collaboration and teamwork. This involves working closely with other researchers and stakeholders to share knowledge and resources, and to ensure that the research is as comprehensive and as high-quality as possible.

8. The eighth part of the document discusses the importance of staying up-to-date on the latest research and developments in the field. This involves regularly reading academic journals and attending conferences and workshops. It is also important to engage in ongoing professional development and to stay current on the latest research methods and techniques.

Terre Haute's Annual

# Martin Luther King, Jr. Day Celebration



Featuring a Panel Discussion

Monday,  
January 15,  
2024

VIGO COUNTY  
HISTORY CENTER  
AUDITORIUM

929 Wabash Ave,  
Terre Haute, IN 47807

4 PM: MUSEUM  
OPENS

6 PM: PANEL  
BEGINS

Light Refreshments to Follow

"Life's most  
persistent and  
urgent question is,  
**'What are you  
doing for others?'**"

- Dr. Martin Luther King Jr.

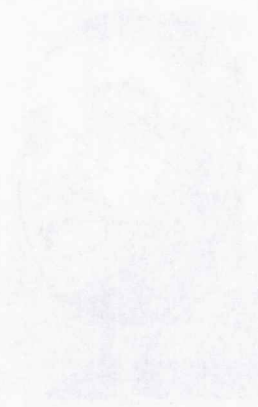
**Panelists:**

Pastor Terry Clark  
Professor Gary Daily  
Dr. Anne D'Orazio  
Dr. Mary Howard-Hamilton  
Mayor Brandon Sakbun

**Moderator:**

Suzy Quick

1997-1998 Annual Report



# Martin Luther King Jr. Day Celebration

Featuring a Panel Discussion

VICTOR GOUGH  
WISCONSIN CENTER FOR THE ARTS  
MILWAUKEE, WISCONSIN  
JANUARY 13, 2004  
7:00 PM  
MILWAUKEE PUBLIC LIBRARY  
1000 N. MILWAUKEE AVENUE

Monday  
January 13, 2004  
7:00 PM

The celebration will feature a panel discussion with Victor Gough, author of *The King of the Hill*, and other speakers. The event will be held at the Milwaukee Public Library, 1000 N. Milwaukee Avenue, Milwaukee, WI 53233. Tickets are free and will be available at the door.

What are you  
doing for others?  
-Dorothy Dunbar  
What are you  
doing for others?  
-Dorothy Dunbar

For more information, contact the Milwaukee Public Library at 414-224-3100.

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