

City of Dallas Title VI Program Compliance Plan



SERVICE FIRST, NOW!

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Table of Contents

Title VI Non-Discrimination Statement of Policy	4
Federal Motor Carrier Safety Administration (FMCSA) and Federal Highway Administration (FHWA) Title VI Program Assurance.....	5
City of Dallas Organizational Chart.....	5
Management Structure of Title VI Coordinator.....	7
City of Dallas Programs and Services Covered by Title VI.....	7
Notification to Beneficiaries/Participants	8
City of Dallas Title VI Program	8
Relevant City of Dallas Policies and Ordinances.....	8
Title VI Coordinator's Responsibilities	9
Providing Meaningful Access to Limited English Proficient (LEP) Individuals to Address National Origin Discrimination	9
Title VI Annual Work Plan	10
Training.....	11
Community Participation Process	11
Sub-Recipient Compliance Reports.....	13
Commercial Motor Vehicle Inspection Selection and Unbiased Enforcement Policies	13
Complaint Disposition Process.....	14
Specific Discriminatory Actions Prohibited per Title VI	14
Complaint Intake	15
Investigation of Title VI Complaints	15
Access to Records	16
Requirement to Keep a Record of Title VI Investigations and Lawsuits	17
Status of Corrective Actions Implemented by Applicant to Address Deficiencies Previously Identified During a Title VI Program Compliance Review.....	17
Appendix A: Title VI Program Assurance (FMCSA)	18
The United States Department of Transportation Standard Title VI/Non-Discrimination Assurances, DOT Order No. 1050.2A.....	18
Appendix A-1	22
Appendix A-2: Clauses for Deeds Transferring United States Property	24
Appendix A-3: Clauses for Transfer of Real Property Acquired or Improved Under the Activity, Facility, or Program.....	26
Appendix A-4: Clauses for Construction/Use/Access to Real Property Acquired Under the Activity, Facility, or Program.....	27
Appendix A-5.....	28

Appendix B: Title VI Program Assurance (FHWA)	29
The United States Department of Transportation (USDOT) Standard Title VI/Nondiscrimination Assurances, DOT Order No. 1050.2A.....	29
Appendix B-1	33
Appendix B-2: Clauses for Deeds Transferring United States Property	35
Appendix B-3: Clauses for Transfer of Real Property Acquired or Improved Under the Activity, Facility, or Program	37
Appendix B-4: Clauses for Construction/Use/Access to Real Property Acquired Under the Activity, Facility, or Program	38
Appendix B-5	39
Appendix C: Desk Audit by Texas Department of Transportation.....	40
Letter on May 7, 2026 and “Yellow” Compliance Status	40
Letter on August 5, 2026 and “Green” (Satisfactory) Compliance Status.....	44

Title VI Non-Discrimination Statement of Policy

The City of Dallas is committed to compliance with and delivery of services which uphold [Title VI of the Civil Rights Act of 1964](#), [49 CFR part 21](#), [49 CFR part 303](#), and related Nondiscrimination authorities. Title VI and related nondiscrimination authorities stipulate that no person in the United States of America shall on the grounds of race, color, national origin, sex, age, or disability be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance. The City's policy further recognizes that national origin includes the need to provide language access to those with Limited English Proficiency.¹

Retaliation is prohibited under Title VI of the Civil Rights Act of 1964 and related federal and state nondiscrimination authorities. It is the policy of the City of Dallas that persons filing a complaint of discrimination should have the right to do so without fear of retaliation, interference, intimidation, coercion or reprisal.

The City of Dallas has signed the Standard Department of Transportation Title VI Assurances DOT Order No. 1050.2A for both FMCSA and FHWA, and the City will ensure that sub-recipients, sub-grantees, contractors, successors, and transferees and/or assignees sign an assurance document.

Further, a Title VI Coordinator has been designated who will be responsible for monitoring and ensuring the City's compliance with Title VI Program requirements. Additionally, sufficient responsibility and authorization has been delegated to the Title VI Coordinator and department directors to effectively implement the City of Dallas' Title VI Program.

Regardless of funding source, Dallas assures nondiscrimination in all of its programs. To view the City of Dallas' signed nondiscrimination policy statement, click [here](#).



Kimberly Bizer Tolbert
City Manager, City of Dallas

09/11/2026

Date

¹ As of April 9, 2025, the Department of Justice advises "recipients of federal financial assistance, including subrecipients, are reminded that the denial of language assistance services can be evidence of discrimination on the basis of national origin or disability under certain circumstances" (<https://www.federalregister.gov/d/2025-06366>). This Title VI Program Compliance Plan will be updated with the DOJ's updated limited English proficiency guidance once issued, as required by E.O. 14224.

Federal Motor Carrier Safety Administration (FMCSA) and Federal Highway Administration (FHWA) Title VI Program Assurance

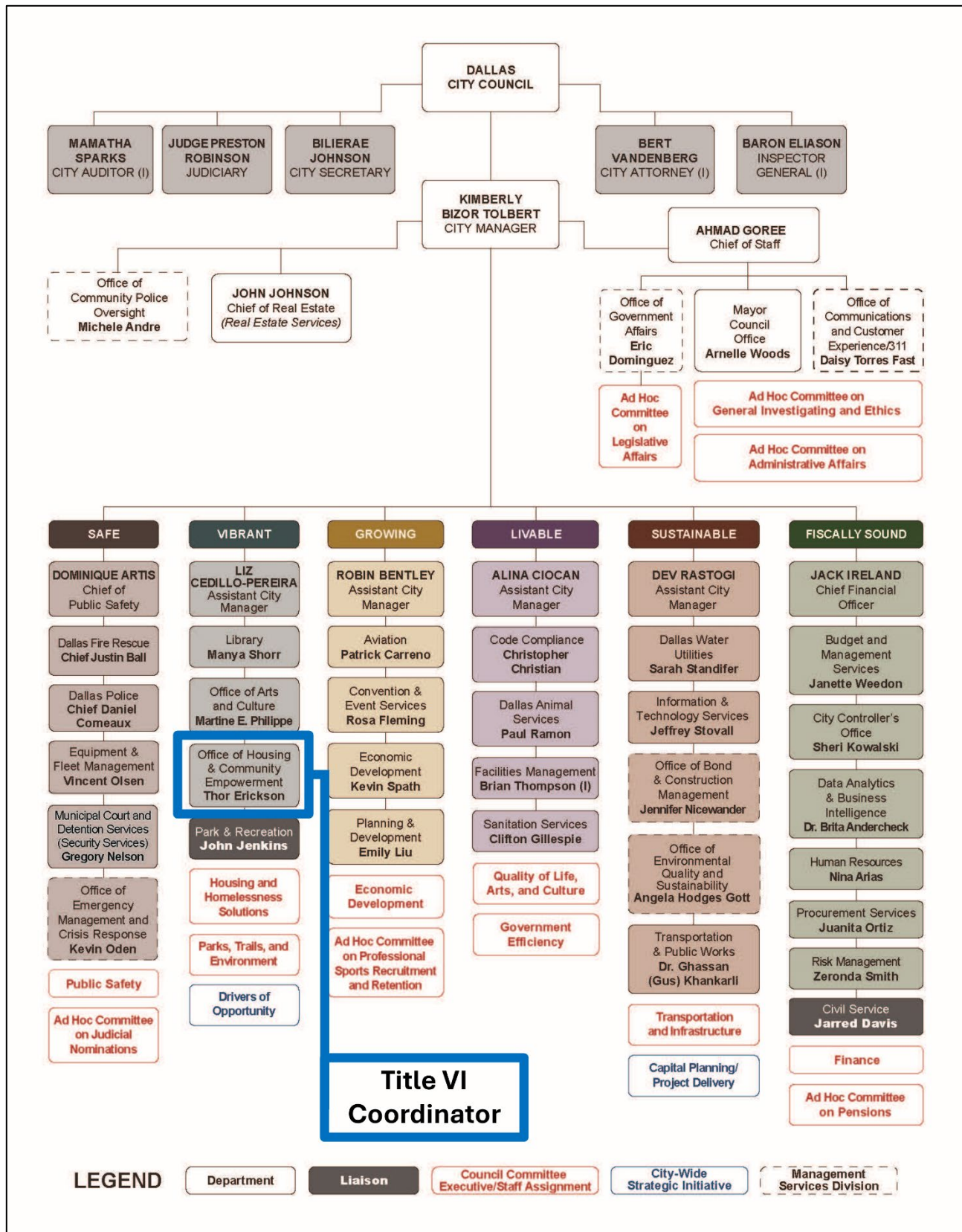
The City of Dallas affirms that as a condition to receiving any Federal financial assistance from the United States Department of Transportation (DOT), through the **Federal Motor Carrier Safety Administration (FMCSA)**, it is subject to and will comply with the signed Assurances document contained in the Appendix A.

In addition, the City of Dallas affirms that as a condition to receiving any Federal financial assistance from the DOT, through the **Federal Highway Administration (FHWA)**, it is subject to and will comply with the signed FHWA-specific Assurances document contained in the Appendix B.

City of Dallas Organizational Chart²

See Next Page / Space Intentionally Left Blank

² The displayed organizational chart is current as of June 30, 2026 for the FY26 budget. If and when the organizational chart is further revised, updated copies will be included in future updates of this Title VI Plan. The most updated organizational chart can also be accessed by visiting:
<https://dallascityhall.com/government/citymanager/Pages/default.aspx>.



Management Structure of Title VI Coordinator



City of Dallas Programs and Services Covered by Title VI

The City of Dallas Title VI Program Compliance Plan applies to all the entity's programs, activities, and services, regardless of funding source, including at a minimum the requirements of the FMCSA. Some sections deal with specific requirements (e.g., Federal Transit Authority, Federal Highway Administration, FMCSA, and Federal Aviation Administration funded programs). As part of the City of Dallas receiving the High Priority Commercial Motor Vehicle grant from the FMCSA, the City's Title VI Program Compliance Plan encompasses and applies to the goal of increasing Level 1, 2, and 3 inspections with the goal of keeping roads safe.

The City of Dallas has assigned the Standard DOT Title VI Assurances DOT 1050.2A and will ensure that sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees sign an assurance document.

Further, a Title VI Coordinator has been designated who will be responsible for monitoring and ensuring the City's compliance with Title VI Program requirements. Additionally, sufficient responsibility and authorization has been delegated to the Title VI Coordinator and the department directors to effectively implement the City's Title VI Program.

The City of Dallas will provide public notice of residents' rights under Title VI on the City's website and posted in public City buildings.

Notification to Beneficiaries/Participants

The City of Dallas gives public notice of its policy to uphold and assure full compliance with the non-discrimination requirements of Title VI of the Civil Rights Act of 1964 and related nondiscrimination authorities. Title VI and related nondiscrimination authorities stipulate that no person in the United States of America shall on the grounds of race, color, national origin, sex, age, or disability be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance.

Any person who desires more information regarding the City of Dallas's Title VI Program can contact its Title VI Program Coordinator – Chris Graves – at the information noted below.

Any person who believes they have, individually or as a member of any specific class of persons, been subjected to discrimination on the basis of race, color, national origin, sex, age, or disability has the right to file a formal complaint. Any such complaint must be in writing and submitted within 180 calendar days following the date of the alleged occurrence to:

Chris Graves
City of Dallas
1500 Marilla Street, 6CN
Dallas, TX 75201
311 (or 214-671-8878)
TitleVI@dallas.gov

This Public Notice is available in languages other than English and in alternative means of communication (e.g., Braille, large print, audiotape, and American Sign Language) by contacting Chris Graves (contact information provided above), or by contacting Relay Texas at 711.

The City of Dallas' Public Notice can be found [here](#).

City of Dallas Title VI Program

Relevant City of Dallas Policies and Ordinances

- I. **Language Access**, Administrative Directive 3-37, Language Skills Assignment Pay (Interim), Last Revised 10/8/2025
 - a. This administrative directive (AD) outlines the Language Skills Assignment Pay (LSAP) program, where eligible employees can provide informal, day-to-day oral interpretation for residents needing information in languages other than English. The AD further describes how employees are compensated who meet the requirements for LSAP, ensures that employees are in specified

positions with a documented business need for oral and listening language skills, and certifies employees meeting the qualifications for LSAP.

- II. **Fair Housing**, Ordinance Nos. 13456, 14809, 20652, 20780, 30246, and 32157, Fair Housing and Mixed Income Housing
 - a. [City Ordinance Chapter 20, SEC 20A-2 Declaration of Policy](#)

Title VI Coordinator's Responsibilities

The Title VI Coordinator is responsible for initiating, monitoring, and ensuring the City of Dallas's compliance with the Title VI requirements as follows:

- **Program Administration:** Administer the Title VI Program and coordinate implementation of the Title VI Program Compliance Plan. Ensure compliance with the assurances, policy and program objectives. Perform Title VI recommendations as required by the City of Dallas.
- **Complaints:** Review written Title VI complaints that may be received by the City of Dallas following the established procedure guidelines (see pages 14-16).
- **Training Programs:** Conduct or facilitate training programs on Title VI issues and regulations for the City of Dallas' employees, and facilitate Title VI training for appropriate staff, contractors, and sub-recipients.
- **Public Dissemination:** Work with City of Dallas staff to develop and disseminate Title VI Program information to the general public. Public dissemination includes but is not limited to posting public notices, inclusion of Title VI language in contracts or other agreements, website postings, and informational brochures, and, where needed, providing written or verbal information in languages other than English.
- **Elimination of Discrimination:** Work with all City of Dallas departments and offices to, as needed, undertake actions to promptly resolve deficiencies. Recommend procedures to City leadership to identify and eliminate discrimination that may be discovered in relevant City of Dallas processes.

The Title VI Coordinator also coordinates with the Office of Communications & Customer Experience/311 which leads on language access and these Limited English Proficiency (LEP) requirements:

- Monitor compliance of City of Dallas LEP responsibilities, and
- Provide as needed or requested, training, assistance, and/or guidance to City of Dallas staff, as it relates to LEP responsibilities.

Providing Meaningful Access to Limited English Proficient (LEP) Individuals to Address National Origin Discrimination

The City of Dallas prioritizes providing information in languages that residents speak and understand so they can fully and equally participate in and benefit from available programs,

services, and activities. Within the City's Title VI Program Compliance Plan, language access is understood within the context of national origin as a protected class. The City of Dallas Language Access Program, housed in the Office of Communications & Customer Experience/311, provides the following city-wide services to ensure accessible communications inclusive of American Sign Language (ASL) and translations in braille:

- **Interpretation:** For City-sponsored events requiring professional oral or ASL interpreters, the City of Dallas contracts with outside vendors that departments can directly request services from.
- **Written Translations:** For external communications, the City of Dallas either utilizes its in-house Communications team (for Spanish only), or for additional languages utilizes an outside vendor.
- **Employees' Conversational Skills:** For informal, day-to-day interactions with residents not requiring professional interpreters, the City of Dallas utilizes Administrative Directive 3-37 (Language Skills Assignment Pay—see page 7) to provide guidelines when employees provide conversational skills.

The contracted vendor can provide language access services in up to 200 different languages as part of the City's strategy to reach and engage all residents. There is additional capacity to secure certified interpreters when and if needed.

The City of Dallas has also developed a Language Map where users can identify the languages spoken by people in Dallas at the Census tract and zip code level. The Map can be found [here](#). Information for the City of Dallas further pertaining to race and ethnicity can be found at: [Race and Ethnicity | Dallas Census Hub](#).

Title VI Annual Work Plan

The City of Dallas's Annual Work Plan related to Title VI compliance includes the following initiatives and program actions:

- Respond to inquiries and issues relating to Title VI across relevant programs, services, and activities at the City of Dallas inclusive of those brought by sub-recipients.
- Coordinate with department-designated Title VI Liaisons and in collaboration with Title VI Liaisons:
 - Facilitate and confirm the posting of Title VI Public Notices at all public-facing City facilities with the ability to track dissemination;
 - Develop and disseminate Title VI Program information to City of Dallas employees and sub-recipients;
 - Conduct a city-wide Title VI training, giving focus and priority to identified high volume public contact departments and staff;
 - Coordinate with the Office of Housing and Community Empowerment's Americans with Disabilities Act (ADA) Manager and Coordinator to ensure ADA-related complaints and service requests within the purview of Title II of the ADA are properly routed in 311 for review and resolution;

- Collaborate with the Office of Communications & Customer Experience/311 to review the City's language access procedures and work with the City of Dallas' Language Access Coordinator to update/revise, as needed;
 - Support Dallas Love Field's Title VI Coordinator in their efforts and supplement, where needed;
 - Refer Title VI complaints regarding law enforcement to the appropriate agency (i.e., the City's Independent Police Oversight Board); and
 - Provide technical assistance for departments to identify their projects requiring a Public Participation Plan.
- Review and update as needed the Title VI Policy, Assurances, Title VI Program Compliance Plan, and Complaint process.
 - Submit updated Title VI Compliance Plan to appropriate Federal agencies.

Training

In keeping with the adopted Federal policy of non-discrimination, department procedures will be established or followed for employees to have equal access to applicable educational and training opportunities. The Title VI Coordinator is responsible for overall Title VI related training and staff development for employees impacted by Title VI and for other City of Dallas employees. The Title VI Coordinator shall coordinate with the designated department directors and additional identified staff to determine the training needs of each department within the City of Dallas. Focus and priority will be given to identified high volume public contact staff. The Title VI Coordinator or designee shall be responsible for training identified personnel, which will include a summary of the background of the Title VI Program, Title VI Policy and Assurances, interaction with Limited English Proficient individuals, and processes and procedures for handling Title VI issues and complaints. The City will provide Title VI training either annually or every other year, offer both an in-person and virtual option, and will distribute its Title VI Non-Discrimination Statement of Policy annually. The Title VI Coordinator will maintain a training record of personnel receiving the Title VI Program training and will submit such records to the FMCSA Office of Civil Rights ("OCR") upon request. If the City of Dallas updates the existing Title VI Program training, it will submit to the FMCSA OCR the updated Title VI Program material for review and comments. **The City of Dallas commits to providing a draft of the updated Title VI training by September 30, 2026.**

Community Participation Process³

The City of Dallas has proposed multiple ways for the public to participate and engage with City planning and decision-making.

³ FMCSA interprets this to apply to all motorist licensure/motor vehicle registration-related services/activities (including knowledge tests, skills tests, etc.). These services/activities are not applicable to the City of Dallas.

Boards and Commissions

Boards and Commissions are advisory boards comprised of residents appointed by City Council. Boards and Commissions foster resident participation and provide advice and recommendations to the City Manager and City Council on specific resident concerns (i.e., Senior Affairs Commission, Commission on Disabilities, Veteran Affairs Commission, etc.). More information on Boards and Commissions can be found [here](#).

Citizen Participation Plan

The Citizen Participation Plan required by HUD informs residents of the ways they can participate in determining how specific HUD grant funds will be used and how the community will engage in fair housing planning. The City encourages all residents to participate, especially those who live in areas eligible for grant funds. We also work hard to make the process accessible to everyone, including residents with disabilities or residents who speak languages other than English. Read the full plan [here](#).

Budget Town Halls

Resident feedback is an important part of the budget development process. The Budget Town Hall meetings provide an opportunity for Dallas residents to weigh in on how the City's tax dollars are spent. Hosted by members of the Dallas City Council, Residents can voice their opinion virtually, in person, or through the Tele-Townhall. The Budget Town Hall series includes Spanish/Bilingual sessions and sessions specific to each district. More information can be found [here](#).

Public Meetings and Notices

The primary way residents can participate is through public meetings hosted by the City. All resident input about community needs is incorporated into the development of the Consolidated Plan and Annual Action Plans, the substantial amendments process, and the annual performance reports. Residents who want to speak during the meeting must register with the City Secretary's Office in advance by visiting [here](#). Residents with additional questions on registering can call the City Secretary's Office at (214) 670-3738 or e-mail secspeakerrequest@dallas.gov.

Transportation and Public Works Meetings

The mission of the Dallas Department of Transportation and Public Works (TPW) is to provide a safe multimodal transportation system that is reliable, efficient, sustainable, and resilient. Among TPW's goals is to reduce safety risks on the City's transportation infrastructure through quality planning, engineering, parking management, illuminated streets, well-operating signals, and clear markings and signage for Dallas' multimodal system. To ensure residents have ample opportunity to learn about and weigh in on planned infrastructure improvements, TPW hosts public meetings to provide information and gather public input on current and future initiatives that impact transportation planning, traffic safety and mobility in Dallas. The Title VI Public Notice is displayed under the Public Meetings & Input Opportunities menu at [Public Meetings](#). In addition, if and when contractors create

separate project-specific pages in collaboration with TPW, the Title VI Public Notice will also be displayed on those pages as well.

Sub-Recipient Compliance Reports

The City of Dallas does not have any sub-recipients of the FMSCA grant at this time. If the City of Dallas intends in the future to provide Federal funding to another entity, the City acknowledges it is responsible for monitoring the entity's (i.e., Sub-Grantee of Federal funding) compliance with Title VI Program requirements. The City will require of the FMCSA Sub-Grantee submission of a Title VI Program Compliance Plan based on the FY27 FMCSA Applicant Title VI Program Compliance Plan Checklist. The City will conduct a review process before accepting and approving the submitted Plans on an annual basis.

Commercial Motor Vehicle Inspection Selection and Unbiased Enforcement Policies

The Traffic Unit of the Dallas Police Department (DPD) has included the required Commercial Motor Vehicle Inspection Selection and Unbiased Enforcement Policy as part of its Standard Operating Procedures, last approved by the Chief of Police on October 4, 2024. This policy identifies the objective criteria used by personnel to determine when to conduct a commercial motor vehicle safety inspection—namely:

“Priority for inspections will be given to situations where a violation of law or regulations is observed. This could be a violation related to the driver or the vehicle, including equipment or size violations or weight and load violations.” (page 62).

This policy further references standards set by the Commercial Vehicle Safety Alliance (CVSA), ensuring that inspections are conducted only by CVSA-certified personnel who utilize the CVSA's North American Standard inspection process. The City of Dallas will submit the policy at least annually, or whenever requested, to the FMCSA Office of Civil Rights.

DPD is committed to the unbiased and equitable treatment of all persons in enforcing the law and providing services, including during commercial motor vehicle inspections. As part of its Commercial Motor Vehicle Inspection Selection and Unbiased Enforcement Policy, specific reference is made to:

- The City of Dallas Title VI Program Compliance Plan, which includes the Title VI Program Assurance and further identifies the protected groups under the Compliance Plan;
- The Public Notice of Title VI Program Rights with the corresponding hyperlink to where it is posted online;
- The complaint disposition process in coordination with the Title VI Program Coordinator;

- Title VI training for key personnel in the Traffic Unit, including a focus on the FMCSA Enforcement Memorandum MC-SEE-2026-0002;
- The responsibilities of the Title VI Coordinator in providing periodic monitoring to support effective implementation of this policy; and
- The approval date of the policy by the Chief of Police.
- The City of Dallas will submit the policy at least annually, or whenever requested, to the FMCSA Office of Civil Rights.

The City of Dallas commits to providing a draft of the updated Commercial Motor Vehicle Inspection Selection and Unbiased Enforcement Policy by September 30, 2026.

Complaint Disposition Process

Any person or group of persons or their authorized representative who believe they have been subjected to unequal treatment, denied participation in, denied the benefits of, or otherwise has been subjected to discrimination under any City of Dallas, or its sub-recipient's service, program, or activity (whether Federally funded or not), or who believes they have been subjected to retaliation as a result of filing a Title VI related grievance on the grounds of race, color, national origin, sex, age, or disability may file a complaint with the City of Dallas Title VI Coordinator. This process applies to all complaints filed under Title VI of the Civil Rights Act of 1964 and related nondiscrimination authorities.

Specific Discriminatory Actions Prohibited per Title VI

According to Title VI, "A recipient to which this regulation applies may not, directly or through contractual or other arrangements, on the ground of race, color, or national origin:

- i. Deny an individual any service, financial aid, or other benefit provided under the program;
- ii. Provide any service, financial aid, or other benefit to an individual which is different, or is provided in a different manner, from that provided to others under the program;
- iii. Subject an individual to segregation or separate treatment in any matter related to his receipt of any service, financial aid, or other benefit under the program;
- iv. Restrict an individual in any way in the enjoyment of any advantage or privilege enjoyed by others receiving any service, financial aid, or other benefit under the program;
- v. Treat an individual differently from others in determining whether he satisfies any admission, enrollment, quota, eligibility, membership or other requirement or condition which individuals must meet in order to be provided any service, financial aid, or other benefit provided under the program;
- vi. Deny an individual an opportunity to participate in the program through the provision of services or otherwise or afford him an opportunity to do so which is different from that afforded others under the program; or

- vii. Deny an individual an opportunity to participate in a program as an employee where a primary objective of the Federal financial assistance is to provide employment.”

See also 22 C.F.R. 209.4(b), [https://www.ecfr.gov/current/title-22/part-209#p-209.4\(b\)](https://www.ecfr.gov/current/title-22/part-209#p-209.4(b))

Complaint Intake

Complaints must be in writing and may be filed online, by mail, fax, or in person at the City of Dallas Office of Housing and Community Empowerment, 1500 Marilla Street, Room 6CN, Dallas, Texas 75201; Telephone: 311 (or 214-671-8878); Fax: 214-670-0665; or E-Mail: TitleVI@dallas.gov. The Title VI Coordinator will ensure reasonable accommodations are provided for people with disabilities or those who require language access assistance through a certified interpreter.

A discrimination complaint must be filed within 180 calendar days from the date of the alleged discriminatory act or the most recent occurrence. External discrimination complaints regarding transportation will be forwarded to the Office of Civil Rights within the Texas Department of Transportation for investigation within ten calendar days of receipt by the City of Dallas.

Investigation of Title VI Complaints⁴

The Title VI Coordinator is responsible for ensuring that a thorough investigation of the allegation(s) is conducted. Every effort will be made to conclude the investigation as quickly and efficiently as possible, but generally no longer than 30 business days from the date reported, unless the complexity of the case justifies a longer investigation period. Within seven business days of receiving the complaint, the Title VI Coordinator will notify the complainant that their complaint has been received.

As part of planning the investigation and based on the details revealed during intake, the Title VI Coordinator will first determine if the complaint falls within the purview of Title VI and the applicable protected classes—this may require additional coordination with the City Attorney’s Office before proceeding. Next, the Title VI Coordinator will draw up a list of external witnesses to interview, identify relevant City staff to speak with, and determine if additional conversations with the complainant are necessary to take full account of the situation. The Title VI Coordinator will then conduct the investigation, ensuring full documentation of all details as part of the complaint record.

Based on the record created, the Title VI Coordinator will develop a comprehensive write-up of the facts and recommended disposition. Before finalizing, the Title VI Coordinator may confer with the City Attorney’s Office for additional guidance. Based on the guidance received, the City Attorney’s Office and Title VI Coordinator will issue a final written response including any recommended corrective actions for the City. The final written response will be provided to the relevant state and/or federal agency for the program, service, or activity

⁴ This includes complaints filed against the City of Dallas and against its subrecipients.

involved. The final written response will also notify the complainant of the right to appeal within 15 business days to the Director of the Office of Housing and Community Empowerment. They will also be advised of their ability to file a complaint with the applicable federal agency.

If it is determined that there is reasonable cause to believe that discrimination has occurred, the City of Dallas will take all necessary action to correct the discrimination. All complaints are recorded in the Title VI Complaint Log⁵, and made available for review by the FMCSA upon request.

The City of Dallas' complaint processes include making known to complainants the contact information of the Texas Department of Transportation and the Federal Highway Administration for related concerns. This information is as follows:

- 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

The City of Dallas will also make accessible to complainants the following guides and templates: [Title VI Complaint Form](#), [Title VI Complaint Procedures Template](#), and the [Title VI Subrecipient Compliance Assessment Tool Technical Assistance Guide](#).

Access to Records

The City of Dallas shall provide upon written request during normal business hours all records relating to the effective implementation of the Title VI Program requirements by the DOT and subsidiary divisions (i.e., FMCSA, FTA, FAA, FHWA), and other state and federal agencies, to investigate complaints of discrimination or to resolve concerns about possible non-compliance with Title VI.

⁵ The Complaint Log includes the following information: name of complainant; identification by demography (i.e., race, color, national origin, etc.); allegation(s); complaint date; date of Report of Investigation; determination made and date; and any other relevant information as deemed appropriate.

Requirement to Keep a Record of Title VI Investigations and Lawsuits

The City of Dallas shall prepare and maintain a list of active investigations conducted by entities, lawsuits, or complaints naming City of Dallas or its sub-recipients that allege discrimination on the basis of race, color, national origin, sex, age, or disability. This list shall include the name of complainant, identification of demography (i.e., race, color, national origin, etc.), allegations, complaint date, date of the Report of Investigation, determination made, and any other relevant information as deemed appropriate in response to the investigation or complaint.

Status of Corrective Actions Implemented by Applicant to Address Deficiencies Previously Identified During a Title VI Program Compliance Review

The Texas Department of Transportation (TXDOT) conducted a desk audit of the City of Dallas' Title VI Program Compliance Plan, and provided notice on May 7, 2026 that it had identified several deficiencies in need of corrective action. Based on the notice, the City of Dallas' compliance status was "Yellow," and TxDOT required that the City address the deficiencies within 90 days of receiving the notice. Copies of the notice and results of the desk audit are included in Appendix C. In response to the desk audit, the City of Dallas took several actions and made updates to the Title VI Program Compliance Plan. Those actions included working with the Transportation and Public Works Department to identify opportunities to increase awareness among residents of Title VI, including by posting the Title VI Public Notice on its community meetings webpage. On August 5, 2026, the City of Dallas provided an updated and signed Title VI Program Compliance Plan for FY27 to TXDOT. On the same day, TXDOT completed its review and issued the City of Dallas a satisfactory, or "Green," compliance status. A copy of this notice is located in Appendix C.

Appendix A: Title VI Program Assurance (FMCSA)

The United States Department of Transportation Standard Title VI/Non-Discrimination Assurances, DOT Order No. 1050.2A

The **City of Dallas** (herein referred to as the “Recipient”), **HEREBY AGREES THAT**, as a condition to receiving any Federal financial assistance from the United States Department of Transportation (DOT), through the **Federal Motor Carrier Safety Administration (FMCSA)**, 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);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 *et seq.*), (prohibits discrimination on the basis of sex);
- Title IX of the Education Amendments of 1972, as amended, (20 U.S.C. § 1681 *et seq.*), (prohibits discrimination on the basis of sex in education programs or activities);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*), as amended, (prohibits discrimination on the basis of disability);
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);
- Americans with Disabilities Act of 1990, as amended, (42 U.S.C. § 12101 *et seq.*), (prohibits discrimination on the basis of disability);
- 49 C.F.R. Part 21, including any amendments thereto (entitled *Nondiscrimination In Federally-Assisted Programs Of The Department Of Transportation—Effectuation Of Title VI Of The Civil Rights Act Of 1964*);
- 49 C.F.R. Part 27 (entitled *Nondiscrimination On The Basis Of Disability In Programs Or Activities Receiving Federal Financial Assistance*);
- 49 C.F.R. Part 28 (entitled *Enforcement Of Nondiscrimination On The Basis Of Handicap In Programs Or Activities Conducted By The Department Of Transportation*);
- 49 C.F.R. Part 37 (entitled *Transportation Services For Individuals With Disabilities (ADA)*);
- 49 C.F.R. Part 303 (FMCSA’s Title VI/Nondiscrimination Regulation);
- 28 C.F.R. Part 35 (entitled *Discrimination On The Basis Of Disability In State And Local Government Services*); and
- 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, national origin, sex, age, or disability, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Recipient receives Federal financial assistance from DOT, including the FMCSA.”

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

Specific Assurances

More specifically, and without limiting the above general Assurances, the Recipient agrees with and gives the following Assurances with respect to its Federally assisted **FMCSA Program**:

1. The Recipient agrees that each “activity,” “facility,” or “program,” as defined in 49 C.F.R. Part 21.23 (b) and 21.23 (e), including any amendments thereto, 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 the FMCSA Program and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

*“The **City of Dallas**, 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, all contractors will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of the owner’s race, color, national origin, sex, age, or disability, in consideration for an award.”*

3. The Recipient will insert the clauses of Appendix A-1 and A-5 of this Assurance in every contract or agreement subject to the Acts and the Regulations;

4. The Recipient will insert the clauses of Appendix A-2 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 A-3 and Appendix A-4 of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:
 - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:
 - a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
 - b. the period during which the Recipient retains ownership or possession of the property.
9. The Recipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this ASSURANCE, the **City of Dallas** 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 **FMCSA** 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 **FMCSA**. You must keep records, reports, and submit the material for review upon request to **FMCSA**, 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 **City of Dallas** 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 Department of Transportation under the **FMCSA Program**. This ASSURANCE is binding on [insert State], other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the **FMCSA Program**. The person(s) signing below is/are authorized to sign this ASSURANCE on behalf of the Recipient.

City of Dallas

Name of Recipient

by _____
City Manager, City of Dallas

DATED 09/11/2026

Appendix A-1

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 Nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, Federal Motor Carrier Safety Administration (FMCSA), as they may be amended from time to time, 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, will not discriminate on the grounds of race, color, national origin, sex, age, or disability, 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 as set forth in Appendix E, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 C.F.R. Part 21, including any amendments thereto.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor’s obligations under this contract and the Acts and the Regulations relative to non-discrimination on the grounds of race, color, national origin, sex, age, or disability.
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or the FMCSA to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or the FMCSA, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor’s noncompliance with the non-discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the FMCSA may determine to be appropriate, including, but not limited to:
 - a. withholding payments to the contractor under the contract until the contractor complies; and/or
 - b. cancelling, terminating, or suspending a contract, in whole or in part.

6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or the FMCSA 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 A-2: 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 Department of Transportation as authorized by law and upon the condition that the **City of Dallas** will accept title to the lands and maintain the project constructed thereon in accordance with (**Name of Appropriate Legislative Authority**), the Regulations for the Administration of **Federal Motor Carrier Safety Administration (FMCSA) Program**, and the policies and procedures prescribed by the **FMCSA** of the Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, Department of Transportation, subtitle A, Office of the Secretary, part 21, Non-discrimination in Federally-assisted programs of the Department of Transportation, including any amendments thereto, 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 **City of Dallas** 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 **City of Dallas** 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 Dallas**, its successors and assigns.

The **City of Dallas**, 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, national origin, sex, age, or disability, 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 Dallas** 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, Department of Transportation, Subtitle A, Office of the Secretary, part 21, Non-discrimination in Federally-assisted programs of the Department of Transportation, including any amendments thereto, 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 Department of Transportation and its assigns as such interest existed prior to this instruction.*

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

Appendix A-3: Clauses for Transfer of Real Property Acquired or Improved Under the Activity, Facility, or Program

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the **City of Dallas** 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 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, national origin, sex, age, or disability, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.
- B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above non-discrimination covenants, **City of Dallas** will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.*
- C. With respect to a deed, in the event of breach of any of the above non-discrimination covenants, the **City of Dallas** will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the **City of Dallas** and its assigns.*

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

Appendix A-4: 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 **City of Dallas** 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, national origin, sex, age, or disability, 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, national origin, sex, age, or disability, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.
- B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above non-discrimination covenants, **City of Dallas** 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 Dallas** will there upon revert to and vest in and become the absolute property of **City of Dallas** and its assigns.*

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

Appendix A-5

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

- Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. § 2000d *et seq.*), (prohibits discrimination on the basis of race, color, national origin), as implemented by 49 C.F.R. Part 21, including any amendments thereto, and 49 C.F.R. Part 303;
- 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, as amended (29 U.S.C. § 794 *et seq.*) (prohibits discrimination on the basis of disability); and 49 C.F.R. 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, as amended, (49 U.S.C. § 47123), (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987 (Pub. L. No. 100-209, 102 Stat. 28) (“....which restore[d] the broad scope of coverage and to clarify the application of title IX of the Education Amendments of 1972, section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and title VI of the Civil Rights Act of 1964.”);
- 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 Justice regulations at 28 C.F.R. parts 35 and 36, and 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); and
- 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 B: Title VI Program Assurance (FHWA)

The United States Department of Transportation (USDOT) Standard Title VI/Nondiscrimination Assurances, DOT Order No. 1050.2A

The **City of Dallas** (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, including any amendments thereto (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 49 C.F.R § 21 will be (with regard to an "activity") facilitated, or will be (with regard to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.
2. The Recipient will insert the following notification in all solicitations for bids, Requests for Proposals for work, or material subject to the Acts and the Regulations made in connection with **all FHWA-funded programs** and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

*"The **City of Dallas**, 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 B-1 and Appendix B-5 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-2 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 B-3 and Appendix B-4 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 [State], other recipients, sub-recipients, 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.

City of Dallas

Title of Recipient



City Manager, City of Dallas

09/11/2026

Date

Appendix B-1

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 C.F.R. Part 21.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to non-discrimination on the grounds of race, color, or national origin.
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or 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 non-discrimination 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 B-2: 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 Dallas** 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 Dallas** 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 Dallas** 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 Dallas**, its successors and assigns.

The **City of Dallas**, 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 Dallas** 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 B-3: Clauses for Transfer of Real Property Acquired or Improved Under the Activity, Facility, or Program

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the 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 Dallas** 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 Nondiscrimination covenants, **City of Dallas** will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the **City of Dallas** 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 B-4: 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 Dallas** 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 nondiscrimination covenants, **City of Dallas** will there upon revert to and vest in and become the absolute property of **City of Dallas** 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 B-5

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 C.F.R. 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 C.F.R. 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, as amended, (49 U.S.C. § 47123), (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (Pub. L. No. 100-209, 102 Stat. 28), (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); and
- Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination based on sex in education programs or activities (20 U.S.C. § 1681 *et seq.*).

Appendix C: Desk Audit by Texas Department of Transportation

Letter on May 7, 2026 and “Yellow” Compliance Status



125 E 11th St | Austin, Texas 78701
512.416.4700
txdot.gov

05/07/2026

Chris Graves, Title VI Coordinator
City of Dallas
Dallas, TX, 75201

Re: Status of Review and Desk Audit “Yellow” Deficiencies

Dear Chris Graves:

The TxDOT Civil Rights Division is responsible for reviewing, monitoring, and assessing the risk of federal aid recipients and grant sponsors to ensure compliance with 23 CFR 200.9(b)(7) and TxDOT’s various federal aid funding agreements with federal funding agencies. The Civil Rights Division (CIV) has conducted a Title VI desk review for City of Dallas.

Based on our assessment of the submitted Title VI survey, the Title VI program/plan is currently not in compliance with the required Title VI critical elements. Attached is a list of deficiencies identified, along with the basis for the findings and resources available to address them. Deficiencies should be addressed within 90 days of receiving this notice.

You may request a virtual compliance meeting to discuss the Title VI deficiencies. Please contact the Title VI Compliance Team at 512-416-4700 to schedule a virtual meeting with your Compliance Specialist. A virtual meeting is *not required* and is only for those who would like to discuss questions you may have.

After deficiencies are corrected, please complete the [Title VI Compliance Check](#) by (90 days from the date of letter). This will serve as documentation that your organization has made a good faith effort to bring your Title VI program into compliance with local, state, and federal regulations. *Failure to correct these deficiencies will result in the organization being considered noncompliant, potentially risking a pause in federal funding.*

Online resources for subrecipients include technical assistance and instructions for using the Subrecipient Compliance Assessment Tool (SCAT) Title VI survey. These are located on TxDOT’s [Subrecipient Monitoring and Compliance Program webpage](#).

FOR YOUR REFERENCE:

Additional local, state, and federal laws apply to Title VI compliance. Among those authorities are:

- Title VI of the Civil Rights Act of 1964 (42 USC 2000d)

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Enter name of Recipient

2

Date

- 23 Code of Federal Regulations (CFR) Part 200
- 49 CFR Parts 21 and 23
- Texas Transportation Code, Section 201.103
- Civil Rights Restoration Act of 1987
- USDOT Title VI Order 1000.12C (June 11, 2021)
- Section 162 (a) of the Federal-Aid Highway Act of 1973
- FAA Order 1400.11A, Nondiscrimination in Federally Assisted Programs at the Federal Aviation Administration
- Title VI Circular 4702.1B, "Title VI Requirements and Guidelines for Federal Transit Administration Recipients"
- 49 CFR Part 21 (Nondiscrimination in Federally Assisted Programs of DOT - Effectuation of Title VI of the Civil Rights Act of 1964)
- 49 United States Code (U.S.C.), Section 47123 (Nondiscrimination)
- DOT Order 1000.12C, The U.S. DOT Title VI Program
- DOT Order 1000.18, External Civil Rights Complaints Processing Manual
- DOT Order 1050.2A, DOT Standard Title VI Assurances and Non-Discrimination Provisions
- 2023 DOT Language Access Plan
- Executive Order 12250, Leadership and Coordination of Nondiscrimination Laws
- DOJ Title VI Portal
- DOJ Title VI Legal Manual

The TxDOT Civil Rights Division Compliance Team is ready to consult with your organization for any Title VI compliance needs. We look forward to working with you.

Respectfully,

Civil Rights Title VI Compliance

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Title VI Survey

Question	Response
2. Title VI/Nondiscrimination Policy Statement	Title VI Plan posted online includes Policy statement signed by current City Manager Kimberly Tolbert. Meets requirement DM 4/28/26
3. Title VI/Nondiscrimination Assurance	Signed Assurances and Appendices in Title VI Plan completed per FMCSA requirements. TxDOT template includes the same language, subrecipient should swap out FMCSA with FHWA when using on projects with FHWA funds. https://www.txdot.gov/content/dam/docs/division/civ/assurances-and-appendices-template.pdf
4. Title VI/Nondiscrimination Plan	2025 Title VI Plan is posted online, meets requirement.
5. Title VI Coordinator	Coordinator identified in org chart and duties are detailed in Plan. Meets requirement.
6. Title VI Complaint Handling	Complaint process should also include FHWA and TxDOT contact information. See technical assistance guide https://www.txdot.gov/content/dam/docs/division/civ/title-vi-scat-technical-assistance-manual.pdf and templates https://www.txdot.gov/content/dam/docs/division/civ/title-vi-complaint-form-template.pdf https://ftp.txdot.gov/pub/txdot-info/civ/subrecipient-self-assessment/title-vi-complaint-procedures-template.pdf
7. Solicitation for Bid/Request for Proposal	See comment above regarding Assurances and Appendices language per FHWA requirements.
8. LEP Accommodations	Language Access section in Plan meets requirement.
9. Public Participation	Community Participation Process section of Plan applies to HUD program. The City's Department of Transportation and Public webpage states public meetings are hosted to provide information and gather public input on current and future initiatives, etc. Recommend including these ongoing efforts

	related to Transportation outreach in Title VI Plan.
10. Data Collection and Analysis	Title VI Plan includes link to Language Map. See technical assistance guide https://www.txdot.gov/content/dam/docs/division/civ/title-vi-scat-technical-assistance-manual.pdf and demographic tutorial for more information on data collection, specifically race data https://www.txdot.gov/content/dam/docs/division/civ/demographic-data-tutorial.pdf
11. Title VI Program Visibility	Meets requirement.
NOTES/COMMENTS:	

Letter on August 5, 2026 and “Green” (Satisfactory) Compliance Status



125 E 11th St | Austin, Texas 78701

512.463.8588

txdot.gov

08/05/2026

Chris Graves, Title VI Coordinator
City of Dallas
Dallas, TX

Dear Chris Graves:

Thank you for recently completing the Title VI Survey located in the Texas Department of Transportation (TxDOT) Subrecipient Compliance Assessment Tool (SCAT). Your organization, City of Dallas has received a **Green (Satisfactory)** status.

TxDOT encourages City of Dallas to continue efforts to prevent discrimination. TxDOT also encourages self-monitoring those efforts and results to ensure adherence to the requirements outlined in TxDOT's *Title VI Subrecipient Compliance Assessment Tool Technical Assistance Guide*.

TxDOT offers technical assistance training to aid Local Governments in becoming or maintaining Title VI compliance. Subrecipient Technical Assistance Workshops are available in recorded format and can be viewed at any time. To access the training video, please click on the link below. You will be required to register to gain access to the video.

[Title VI Subrecipient Technical Assistance Workshop](#)

Please contact the TxDOT Civil Rights Division at 512-416-4700 if you have questions or need additional assistance.

Sincerely,

Title VI Compliance Team
Civil Rights Division
Texas Department of Transportation

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