Title VI Plan

The Northwest Seaport Alliance

Beginning date of Plan: November 12, 2024

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I. Title VI Policy Statement

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

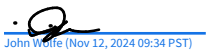
This policy applies to all operations of the NWSA, including its contractors and anyone who acts on behalf of the NWSA. This policy also applies to the operations of any department or agency to which the NWSA extends federal financial assistance. Federal financial assistance includes grants, training, equipment usage, donations of surplus property, and other assistance.

Prohibited discrimination may be intentional or unintentional and includes seemingly neutral acts that have a disparate impact on members of a protected class and lack a substantial legitimate justification. Harassment and retaliation are also prohibited forms of discrimination.

Examples of prohibited types of discrimination based on race, color, or national origin include:

- denial to an individual any service, financial aid, or other benefit;
- distinctions in the quality, quantity, or manner in which a benefit is provided;
- segregation or separate treatment;
- restriction in the enjoyment of any advantages, privileges, or other benefits provided;
- discrimination in any activities related to highway and infrastructure or facility built or repaired; and
- discrimination in employment.

Title VI compliance is a condition of receipt of federal funds. The Title VI Coordinator is authorized to ensure compliance with this policy, Title VI of the Civil Rights Act of 1964, 42 USC § 2000d and related statutes, 42 USC 4601 to 4655; 23 USC 109(h); 23 USC 324; DOT Order 1050.2; EO 12250; EO 12898; 28 CFR 50.3 and 49 CFR part 21.

Signed:  _____ Nov 12, 2024 _____, 20____

John Wolfe (Nov 12, 2024 09:34 PST)

Northwest Seaport Alliance Date

II. Organization, Staffing, and Structure

Under a port development authority, The Northwest Seaport Alliance (NWSA) manages the container, breakbulk, auto, and some bulk terminals in Seattle and Tacoma. The Port of Seattle and the Port of Tacoma are public port districts, organized under provisions of the laws of the State of Washington, codified under Title 53 RCW. The two ports formed the NWSA, pursuant to and subject to Federal Maritime Commission oversight, and entered into an interlocal agreement with delegated powers exercised pursuant to the port joint powers statute (RCW 53.08.240) which expressly permits joint operation and investment outside of a port's district, and pursuant to RCW 39.34.030, the Interlocal Cooperation Act, and pursuant to RCW Chapter 53.57, which authorizes the ports to create a Port Development Authority to operate certain marine facilities jointly as the NWSA. The NWSA develops and leases marine cargo terminals to international carriers and does not provide direct services to the public like other forms of government (e.g., social services, permitting, law enforcement, parks and recreation etc.).

John Wolfe, NWSA CEO, is ultimately responsible for assuring full compliance with the provisions of Title VI of the Civil Rights Act of 1964 and related statutes and has directed that nondiscrimination is required of all NWSA employees, contractors, and agents pursuant to 49 CFR Part 21.

The NWSA created the role of Title VI Coordinator to ensure the implementation of and compliance with the Title VI program. The Title VI Coordinator duties are carried out by the Senior Manager of Labor and Employee Relations. The Grants Specialist, who reports to the Senior Planning Manager, may assist the Title VI Coordinator with grant-related tasks in support of the Title VI program.

The Title VI Coordinator is responsible for:

1. Submitting a Title VI plan and annual reports on the agency's behalf;
2. Developing procedures for the prompt processing and disposition of complaints;
3. Investigating complaints, compiling a complaint log, and reporting to WSDOT;
4. Developing procedures for the collection and analysis of statistical demographic data collection, with special emphasis on race, color, national origin, and Limited English Proficiency;
5. Developing a program to conduct the Title VI Equity Analysis of the data for program areas to determine whether any action may cause disparate impacts or impose disproportionate burdens within the area of the action;
6. Conducting annual Title VI assessments of pertinent program areas;
7. Developing Title VI information for dissemination; and
8. Establishing procedures for resolving deficiency status and reducing to writing the remedial action agreed to be necessary.

Current organizational charts for the NWSA and the Port of Tacoma are attached. The NWSA contracts with the Port of Tacoma for Human Resources, Contracts and Purchasing, Information Technology, Engineering, local Government Affairs, and Environmental and Planning services.

III. Primary Program Area Descriptions & Review Procedures

Title VI Coordinator's Responsibilities and Program Administration – As authorized by the Agency Administrator, the Title VI Coordinator is responsible for initiating, monitoring, and ensuring NWSA compliance with Title VI requirements as follows:

Program Area	General Description	Title VI / Nondiscrimination Concerns and Responsibilities	Review Procedures for Ensuring Nondiscrimination
Finance, Contracts, Purchasing, Public Records	Responsible for procurement solicitation, development, management, and administration of contracts for all departments covering purchases, purchased services, personal services, professional services, and public works. Ensure requests for proposals and bid packages, are competitively bid, equitable, and transparent. Selection of consultant firms, recommend award of construction contracts based on lowest responsive/responsible bidder, assist with final negotiation, award, and execution. Ensure compliance with contract provisions, including Equity and Social Justice Requirements. Responsible for the administration of all awarded grants.	Include Title VI assurance and provision language in all federally funded construction contracts. Periodically review documents and language to ensure compliance with current laws and regulations. Ensure that prime contractors and prime consultants with Disadvantaged Business Enterprises (DBE) requirements award contracted work to qualified DBEs, which perform commercially useful functions	Maintain vendor and contract data and documentation required for completion of the department's Title VI Annual Report. Review of directives and operational guidelines to ensure Title VI compliance. Review and ensure all appropriate Title VI language is placed in bid announcements, requests for proposals and applicable contract documents.
Commercial, Real Estate	Manage and coordinate all aspects of procuring real estate consultant and appraisal services to ensure	Ensure equal opportunity in all aspects of procuring real estate consultant services and appraisal	Ensure that regulatory standards and communications associated with real

Program Area	General Description	Title VI / Nondiscrimination Concerns and Responsibilities	Review Procedures for Ensuring Nondiscrimination
	real property acquisition, disposition, and leasing process follows the 5th Amendment of the Constitution, WSDOT and Local Agency Guidelines Manual, and all applicable local, state, and federal laws and regulations, including Title VI and Section 504 of the Rehabilitation Act of 1973.	contracting. Utilize the current OMWBE directory identifying fee appraiser organizations when seeking services; maintain data on awards to minority and female appraisers and provide data to the department Title VI Coordinator. Adhere to departmental policy for apprising affected property owners, tenants, and others involved in real property. Ensure that appraisal standards and communications associated with the appraisal and negotiation operations result in equitable treatment. Help ensure compliance with Limited English Proficiency and Environmental Justice requirements for projects.	property acquisition result in equitable treatment. Ensure the preparation of deeds, permits and leases contain the appropriate Title VI clauses (Appendixes 2 and 3). Incorporate appropriate Title VI clauses and any applicable NWSA/Port policies and procedures into appraisal and communications standards to ensure negotiation operations result in equitable treatment. Support collection of demographic data as part of appraiser selection process. Review and ensure all appropriate LEP and EJ language is included in requests for proposals and applicable lease documents.
Communications, Government Affairs	Responsible for public outreach, involvement, and communication support for the NWSA. Support NWSA departments to understand ongoing projects and communicate salient information to the	Disseminate written program or project information to minority media and ethnic organizations, provide public service announcements for social and traditional media as warranted.	Assist Title VI Coordinator and other department staff to evaluate applicability of, and help comply with, Limited English Proficiency (LEP), Environmental Justice (EJ)

Program Area	General Description	Title VI / Nondiscrimination Concerns and Responsibilities	Review Procedures for Ensuring Nondiscrimination
	public. Respond to media and public inquiries around ongoing NWSA projects.	Assist program and project managers and other staff in providing, as appropriate, EJ and LEP populations with useful access to information.	requirements, and Title VI compliance for Northwest Seaport Alliance projects. Utilize and consider demographic data and other sources of information to help identify and address LEP, and EJ, issues, and Title VI compliance.
Engineering, Environmental, Planning	Administer the grants program. Perform legislative review, policy analysis and strategic planning. Review of development proposals of other jurisdictions or agencies, with respect to impacts to the NWSA. Manage design and construction of capital and expense projects in the Capital Investment Plan (CIP) projects. Oversee consultant contracts for planning, design, and construction. Develop consultant requests for proposals and construction bid packages. Manage facility assessments and recommend repair, maintenance, or upgrades. Obtain all necessary permits	Coordinate with other agencies, including local, state, and federal agencies and regional organizations, to address freight mobility in King and Pierce Counties while accounting for all users of the system. Strive for participation of a cross section of various social, economic, and ethnic interest groups in any public planning process. Ensure that all aspects of the planning, design, and construction process comply with Title VI. Support public notification and make information accessible for public hearings and outreach meetings. Organize and manage regular meetings with the Puyallup Tribe of Indians (PTOI) staff to discuss upcoming projects,	Review all policies, procedures, and contract language related to the inclusion of Title VI language, and to ensure nondiscrimination in compliance with 49 CFR part 21, and provisions for plans, programs, and projects. Monitor compliance with Title VI requirements in all aspects of the environmental process associated with plans and projects. The public involvement form will be used. Data collected in the form will provide information on what is impacting our community and will inform our planning, in compliance with 23 C.F.R. 200.9(b)(4). Review environmental analyses to assess economic and social impacts to ensure

Program Area	General Description	Title VI / Nondiscrimination Concerns and Responsibilities	Review Procedures for Ensuring Nondiscrimination
	for projects. Analyze potential environmental issues and impacts. Oversee remediation of contaminated properties. Implement a habitat strategy. Implement an emission reduction program. Provide technical expertise on environmental policies, procedures, manuals, and training, and criteria aiming to reduce operational and project resource consumption and environmental impacts. Assist in integrating environmental considerations and regulatory requirements into operations and construction projects. Work with regulatory agencies to streamline the environmental permit process.	concerns, and operational issues, especially projects with ground disturbances and/or potential impacts on fisheries. These meetings result in detailed notes and summaries, and formal offers from the President of the Port of Tacoma elected Commission to the Chair of the PTOI inviting the Tribe to consult on projects (both those discussed at the quarterly meetings and any other projects for which the PTOI wishes to provide input.) Identify populations affected by a project and develop relationships in support of engaging in meaningful project discussions. Manage inclusive habitat stewardship program that both provides work opportunities to a broad range of local populations and public outreach on habitat and fisheries improvement efforts.	compliance with Title VI and Executive Order 12898. Assist the Title VI Coordinator to identify any potential Title VI environmental justice issues in plan, project, and program development Support collection of demographic information on workforce development program participants and populations affected by NWSA/Port projects To ensure dissemination of information and foster participation from affected populations, Port staff will place public notices in applicable general and minority media; select accessible locations and times for public hearings or meetings and arrange for translation services as needed, particularly for projects impacting predominantly minority communities.
Operations, Facilities Maintenance, Equipment Maintenance	Responsible for work that is planned and performed on a routine basis to maintain, preserve, and restore adequate level of service and the condition of pavement,	Monitor maintenance and operations activities and management practices to ensure nondiscrimination. Coordinate the gathering of	Review activities and programs to assure that maintenance efforts and resources are applied uniformly and fairly.

Program Area	General Description	Title VI / Nondiscrimination Concerns and Responsibilities	Review Procedures for Ensuring Nondiscrimination
	signs, traffic signals, drainage, bridges, rockeries, and riverbanks. Aim to minimize the environmental impacts during maintenance and operations.	information regarding Maintenance operations for the Annual Title VI Report.	
Human Resources	Coordinate training on, compliance with, and enforcement of all applicable federal, state, and local laws and regulations, as well as our DEI, nondiscrimination, harassment prevention, violence prevention and similar policies, procedures, and guidelines.	Plan, facilitate, and assist with Title VI and related nondiscrimination training Compile statistical data for use by the Title VI Coordinator. Prepare annual Title VI Update Report. Facilitate, conduct, or make available Title VI and other nondiscrimination related training. Ensure all employees are notified of and have equal access to nondiscrimination and related training. Ensure staff is notified of external training provided by the National Highway Institute and the Washington State Department of Transportation.	Continually review programs, policies, procedures, and activities to ensure nondiscrimination and to ensure that resources are applied uniformly and fairly to all staff, subrecipients, and program participants. Maintain program administration and data necessary for preparation and submission of all required reports. Review operational guidelines, vital documents, and directives to ensure compliance with all Title VI requirements.

IV. Review Procedures

NWSA assures that every effort will be made to ensure nondiscrimination in all programs and activities whether or not those programs are federally funded. Engineering and Contracts and Purchasing will review and monitor requirements through regular internal protocols which include, but are not limited to, bid evaluations, weekly progress meetings with contractors and consultants, and project submittals.

A. Consultants and Contractors
Specifications defining Title VI requirements based on USDOT 1050.2 (Standard Title VI Assurances) are included in contract documents with a requirement that these provisions be included in all amendments, supplements, and lower tier contracts entered into by the contractor. (Construction contract documents also include GSP 01-07.11 language relating to the Requirements for Nondiscrimination.) Goals are established for the participation of Disadvantaged Business Enterprises, when applicable.

After contract execution, the contractor is responsible for reporting requirements outlined in the contract, and adherence to all affirmative action and nondiscrimination provisions for itself and its subcontractors. When conducting Title VI compliance reviews of consultants and contractors, the NWSA will reduce to writing any recommended remedial actions agreed upon by NWSA staff and the consultant or contractor and will provide a copy of the letter to the consultant or contractor within a period not to exceed 45 days. Consultants or contractors placed in a deficiency status will be given a reasonable time, not to exceed 90 days after receipt of the deficiency letter, to voluntarily correct deficiencies.

B. Subrecipients
When a consultant or contractor fails or refuses to comply with Title VI requirements within the time frame specified by the NWSA, NWSA will submit to WSDOT and FHWA documentation and recommend that the consultant or contractor be found in noncompliance. A follow-up review will be conducted within 180 days of the initial review to determine if the consultant or contractor has complied with the Title VI Program requirements in correcting previously identified deficiencies. If the subrecipient refuses to comply, NWSA's Engineering and Contracts and Purchasing Departments and WSDOT may, with FHWA's concurrence, will initiate sanction per 49 CFR 21.

V. Data Collection/Reporting/Analysis

Hearings, meetings, and all project engagement opportunities are publicized (postcards, e-mail, websites, social media, etc.) to Pierce County residents. All printed and electronic communications are written in reader-friendly English and include information on how to access the materials in alternative formats or different languages. Environmental and Engineering staff will send notices and postcards to people in areas within a certain radius (usually 2,000' to 4,000') around project sites in keeping with Port of Tacoma Washington State Environmental Policy Act (SEPA) policy and City of Tacoma permit requirements.

Where the LEP population is 5% or 1,000 persons, whichever is less, vital documents will be translated, and interpretation services will be available to meet FHWA requirements. To meet FHWA requirements, we will provide contact information in multiple languages for how to get the materials in a different format.

Race, color, national origin, and LEP data will be collected during the reporting period when members voluntarily provide the requested information, using the Title VI Public Involvement form. To support communication with LEP individuals, the Port of Tacoma and NWSA will provide language interpretation and translation services through HolaDoctor, a pay-per-use service available for Port and NWSA staff to use as needed upon receiving a call or other communication from a non-English speaker. This service will also meet the need for translation of Port or NWSA written business documents. HolaDoctor services include real-time telephone, video-remote, and onsite interpretation, in addition to written document translation into more than 200 languages.

The NWSA will provide closed captioning of the public meetings of the Managing Members, a service included in the scope of the five-year contract for video production and web streaming services awarded and approved by the Managing Members in June of 2024. Real-time captioning was launched at the July 2024 public meeting of the Managing members. Closed captioning in English benefits the Deaf and Hard-of-Hearing communities as well as LEP individuals. English transcripts of public meetings help community members for whom English is a second language by providing a written document to review and absorb at their own speed versus following live at the speech rate of the speakers. Additionally, the NWSA is working with its web hosting contractor to determine the viability of providing translation of public meeting transcripts into Korean, Japanese, Arabic, and Spanish, languages chosen due to their prevalence within the trucking community. Staff are exploring the addition of Vietnamese, Russian, and Chinese (to be inclusive of the top five non-English languages by population, which are Spanish, Vietnamese, Russian, Korean, and Chinese.) These translation efforts are underway as of October 2024.

Statistical data on race, color, national origin, and LEP of participants in and beneficiaries of federally funded programs, e.g. impacted citizens and affected communities, will be gathered and maintained by the by the NWSA on a project-by-project basis. In addition, the NWSA will use surveys, questionnaires, and/or census data and maps to perform the following analyses:

1. Identify the population benefiting from the project, including analyzing the benefits to traditionally underserved populations, if any.
2. Identify the population burdened by the projects, including analyzing the burdens to traditionally underserved populations, if any.
3. Perform a language needs assessment and any need for LEP assistance.
4. Determine how best to share information to the affected public.
5. Determine how best to prioritize investments and analyze the impact.

Program Area	Type of Data Collected & Process for Collecting	Intended Outcome of Data Analysis (i.e. Title VI Purpose for Collecting the Data)
Construction and Consultant Contracts Finance, Contracts, Purchasing, & Public Records	Race, color, national origin, and LEP data will be collected at applicable community meetings and public hearings, meetings, and sessions through use of a voluntary self-reporting form. With the implementation of Microsoft Dynamics 365 in 2024, the Finance, Contracts, Purchasing, & Public Records department will have expanded to access to diversity data when available.	The Port and NWSA will track and document race, color, national origin, and LEP data to support compliance with Title 49 Code of Federal Regulations (CFR) Part 26 to ensure that Disadvantaged Business Enterprises, including minorities, have an equal opportunity to receive and participate in federally assisted contracts. Requests for Quotations and Requests for Proposals for professional services, including architectural and engineering, are publicly advertised in the Daily Journal of Commerce at https://www.djc.com. Project Managers will review relevant information on all federally funded projects. All federal construction contracts and all bid packages will include appropriate language, goal setting programs, and monitoring to address the use of minority firms in capital construction. Staff will analyze data and information collected and take prompt and effective remedial action to eliminate discrimination when found.
Outreach and Communication Communications, Government Affairs	ACS 5 Year Estimate Demographic and Housing Estimates provided by the U.S. Census Bureau	Demographic Data: Demographic data will be collected and evaluated to determine current LEP populations, and all outreach and communication efforts will be adjusted appropriately to ensure the needs of changing populations are met. Direct Mailings and Other Written Communications: Currently Spanish, Vietnamese, Russian, Korean, and Chinese speaking residents are the largest LEP populations in Tacoma, WA. Direct mailings and other written communications will be translated or made available to impacted LEP residents based on the demographic or as requested.
Language Access	Interpretation Services	To support verbal communication with LEP individuals, the Port of Tacoma and NWSA will provide language interpretation services through HolaDoctor, which is a pay-per-use service available for Port and NWSA staff to use as needed upon receiving a telephone call or other

		verbal communication from a non-English speaker. Available services include real-time telephone, video-remote, and onsite interpretation.
	Translation Services	All NWSA web pages will provide real-time translation of all content into numerous languages including all languages other than English, if spoken by at least five percent of the population or 1,000 people (whichever is less). The NWSA will identify vital documents and make those documents accessible to LEP individuals. Translation of all 'vital documents' will be made available upon request.

VI. Title VI Training

Plans for NWSA/Port of Tacoma Title VI staff to attend NHI, FHWA, and/or WSDOT training:

In keeping with adopted nondiscrimination policies, organizational procedures will be followed to ensure that appropriate NWSA/Port of Tacoma employees have equal access to applicable educational and training opportunities. NWSA/Port of Tacoma project managers and other relevant staff will maintain program administration documentation and data necessary for the preparation of the annual Title VI reports and will routinely supply the necessary data to the Title VI Coordinator.

The Title VI Coordinator is responsible for overall Title VI related training. The coordinator, with support from other staff as appropriate, will organize or conduct a minimum of one internal Title VI training session annually for NWSA and Port of Tacoma departments, offices, and contractors. Additionally, the Title VI Coordinator will organize and facilitate the provision of Title VI training sessions for consultants, contractors, and subcontractors on a need-to-have basis. WSDOT's Office of Equity and Civil Rights may be asked to provide applicable training.

VII. Title VI Complaint Procedures

In addition to the information below, the NWSA Non-Discrimination/Title VI Policy can be found on the NWSA public website at: https://www.nwseaportalliance.com/about-us/careers/non-discrimination-policy-title-vi

Any person who believes that 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, or Limited English Proficiency (LEP) may file a complaint within 180 days of the date of the alleged discrimination.

VIII. NWSA Discrimination Complaint Procedure

Federal law prohibits discrimination on the basis of race, color, or national origin in any NWSA program, service, or activity. This prohibition applies to all branches of the NWSA, its contractors, consultants, and anyone else who acts on behalf of the NWSA.

Complaints related to the Federal aid programs may be filed with the NWSA and will be forwarded to WSDOT's Office of Equity and Civil Rights. If you need assistance to file your complaint or need interpretation services, please contact the NWSA's Title VI Coordinator.

Who is eligible to file a complaint?

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

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

How do you file a complaint?

Complaints must be filed no later than 180 days from the last date of the alleged discrimination. Contact the NWSA's Title VI Coordinator if you believe your complaint may fall outside this deadline.

Reasonable efforts will be made to assist persons with disabilities, non-English speakers, and others unable to file a written complaint. For assistance in filing a complaint, please contact the NWSA's Title VI Coordinator.

Unless an accommodation is requested and approved by the NWSA's Title VI Coordinator, complaints must be in writing, signed or attested, and may be filed by mail, fax, via the NWSA website, in person, or by email. If a complainant phones the NWSA with allegations, the allegations of the complaint will be transcribed as provided by phone and then the written complaint will be sent to the complainant for correction and signature.

A complaint should contain the following information:

- The complainant's contact information, including, if available: full name, mailing address, phone number (and best time to call), and email address (if available);
- The basis of the complaint (e.g., race, color, national origin);
- The names of specific person(s) and/or agencies/organizations alleged to have discriminated;
- A description of the alleged discriminatory actions, meaning sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives Federal financial assistance; and
- The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is ongoing.

All Title VI complaints are logged. The Complaint log must contain the following information for each complaint filed:

- The name and address of the person filing the complaint.
- The date of the complaint.
- The basis of the complaint.
- The disposition of the complaint.
- The status of the complaint.

The Complaint Log and documentation are destroyed four years after the end of the fiscal year in which the case is closed.

The NWSA then forwards complaints to WSDOT's Office of Equity and Civil Rights processing by FHWA. WSDOT investigates complaints only if delegated by FHWA after acceptance of a complaint. FHWA is responsible for all determinations regarding whether to accept, dismiss, or transfer the complaint and finding no violation or failure to comply.

Complainants have the right to file a complaint directly with the federal funding agency. The following address is where Title VI complaints may be filed directly with FHWA:

Federal Highway Administration
U.S. Department of Transportation Office of Civil Rights
8th Floor E81-105
1200 New Jersey Avenue, SE
Washington, DC 20590

CivilRights.FHWA@dot.gov

What happens after a complaint is filed?

If your complaint is forwarded to another agency, you will be provided the name and contact information of the employee handling your complaint.

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

FHWA will render final decisions in all cases including those investigated by WSDOT. There are no administrative appeal forums in Title VI complaints. Once FHWA issues its final agency decision, a complaint is closed.

There is no prohibition against a complainant filing a Title VI complaint simultaneously with an LPA, WSDOT, and FHWA.

IX. Title VI Complaint Form

Please complete this form to the best of your ability. If you need translation or other assistance, contact the Senior Manager, Labor & Employee Relations by calling 1-800-657-9808.

Name: _____

Address: _____City: _____

Zip: _____

Phone: Home_____

Work _____Mobile_____

Best time of day to contact you about this complaint: _____

Email: _____

Basis of Complaint (circle all that apply):

Race	Color	National Origin (including Limited English Proficiency)

Date of alleged incident: _____

Who discriminated against you?

Name _____

Name of Organization _____

Address_____ City_____ Zip_____

Telephone_____

Explain what happened, why you believe it happened, and how you were discriminated against. Indicate who was involved. Be sure to include how other persons were treated differently than you. If you have any other information about what happened, please attach supporting documentation to the form. (Attach additional pages if more space is needed.)

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

What remedy are you seeking for the alleged discrimination? Please note that this process will not result in the payment of punitive damages or financial compensation.

_____

_____

List any other persons that we should contact for additional information in support of your complaint. Please list their names, phone numbers, address, email address below.

_____

_____

_____

_____

_____

_____

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

Who _____ When _____
Status (pending, resolved, etc.) _____ Result, if known _____
Complaint number, if known _____
Do you have an attorney in this matter? _____

Name (print) _____

Phone_____Address_____

City_____ Zip_____

Signed _____Date_____

X. Public Participation

The NWSA engages in and supports meaningful community engagement with and through the homeports of Seattle and Tacoma, which each have community engagement goals, processes, programs, and teams in place.

The NWSA is committed to nondiscrimination through equitable and inclusive public engagement and involvement, promoted by:

- Inviting participation of a cross section of the populace by disseminating written program information to minority media and ethnic organizations and providing public service announcements and press releases for all local media whenever opportunities for public participation are identified.
- NWSA staff will collect demographic data at applicable community meetings, public hearings, and work sessions using the voluntary Public Involvement form. Copies of the completed forms will be provided to Title VI Coordinator after each meeting.
- Demographic data collected will be compared to the demographics of the service/project area to determine whether representation was proportional. Project Managers will address discrepancies with representational public participation for modifications and improvement to public participation plans.
- To maximize accessibility of public meetings, evening meetings will be conducted in a variety of communities, located throughout the affected geographic area as appropriate including those along transit routes.

XI. Limited English Proficiency

The NWSA will assess translation, and interpretation needs according to the four-factor analysis:

1. **The number or proportion of LEP persons eligible to be served or likely to be encountered by the program or grantee:**

   According to the US Census Bureau data for Tacoma, WA (American Community Survey Table C16001), out of the total Tacoma population of 208,463, the top five populations that speak English "less than very well" are, in descending order:

   1. Spanish (3,603 people/1.72 percent)
   2. Other Asian and Pacific Island languages (2,527 people/1.21 percent)
   3. Vietnamese (2,254 people/1.08 percent)
   4. Russian, Polish and other Slavic languages (1,486 people/.71 percent)

   5.a Korean (798 people/.38 percent)

   5.b Chinese (794 people/.38 percent)

   Korean and Chinese are both included because they are approximately equal in number.

2. **The frequency with which LEP individuals come into contact with the program:**

The NWSA develops and leases marine cargo terminals to international carriers and does not provide direct services to constituents like other forms of government. Nonetheless, the NWSA will track and assess contacts with LEP persons, including documenting phone, in-person, and email inquiries requesting interpretation and translation services for languages other than English, and requesting voluntary completion of Public Involvement forms during public meetings and events.

3. **The nature and importance of the program, activity, or service provided by the program to people's lives:**

   NWSA capital projects have the potential to affect peoples' lives, especially near-port communities in both the Seattle and Tacoma harbors. NWSA projects include, for example: cargo terminal modernization and expansion, infrastructure improvements to support safer and more efficient drayage trucking operations in the NWSA gateway, shore power on marine terminals to reduce air pollution, and projects that remove or reduce barriers to aquatic organism passage and reduce flooding risk. Other NWSA projects and programs have broader economic effects; marine cargo operations through the NWSA provide significant jobs and revenue to Washington State, a state in which 40% of jobs are tied to trade.

4. **The resources available to the grantee/recipient or agency, and costs:**

   All NWSA webpages feature a UserWay accessibility 'widget' called Live Site Translator. This feature provides real-time translation of all website content into various languages (including all six languages specified in Section XI.1 above), fully compliant with the most recent industry standard for core processes, resources, and other aspects necessary for delivering quality translation services (currently ISO 17100:2015). In addition, all written communications determined to be 'vital documents' will be translated into languages other than English spoken by more than five percent of the population or 1,000 persons (whichever is less). Because populations fluctuate over time, the NWSA will review the relevant American Community Survey of the U.S Census Bureau data no less than once each year and adjust its translations as appropriate.

   NWSA staff will be offered training on how to access and effectively use the NWSA's interpretation service vendor.

   The NWSA will budget annually to ensure adequate funding for the added costs of training, translation of vital documents, and interpretation services.

XII. Environmental Justice

The NWSA/Port of Tacoma work to ensure that it meets Executive Order 12898 requirements. This involves ensuring that minorities and low-income communities participate in the decision-making process and identify and address disproportionally high and adverse human health or environmental effects of the programs, policies, and activities on protected groups.

Before the project begins, NWSA will develop a demographic profile of the impacted community including LEP and throughout the duration of the project. For EJ review, the NWSA/Port of Tacoma will gather data from the U.S. Environmental Protection Agency (EPA). EPA provides an environmental justice screening and mapping tool, known as EJSCREEN. In addition to EJSCREEN, NWSA/Port of Tacoma Title VI equity analyses and EJ analyses may be informed by additional demographic tools such as the US Census, the Washington State Environmental Health Disparities Map Tool, and data from the nearest public school using the Washington State Office of Superintendent of Public Instruction Washington State Report Card. To supplement data, project sites will be visited to identify potential sensitive receptors and potential impacts. Additional information involving cultural resources and traffic impacts may be gathered during the National Environmental Policy Act (NEPA) review. This information will be reviewed and mitigation will be incorporated to minimize and to avoid the potential project impacts.

XIII. Notice of Title VI Rights

Notice is posted on the NWSA website: https://www.nwseaportalliance.com/about-us/careers/non-discrimination-policy-title-vi

XIV. Your Rights against Discrimination under Title VI of the Civil Rights Act of 1964

The NWSA hereby gives public notice that it is the Agency's policy to assure full compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, and related statutes and regulations in all programs and activities. Title VI requires that no person shall, on the grounds of race, color, or national origin be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any Federal Aid Highway program or other activity for which Agency receives federal financial assistance.

Any person who believes they have been aggrieved by an unlawful discriminatory practice under Title VI has a right to file a formal complaint with the NWSA. Any such complaint filed with the NWSA Title VI Coordinator within 180 days following the date of the alleged discriminatory occurrence. Title VI discrimination Complaint Forms may be obtained from the NWSA Human Resources office at no cost to the complainant, or complaints may be filed online via the NWSA website.

To file a Title VI discrimination complaint, contact either:

The Northwest Seaport Alliance Attention: Human Resources NWSA Title VI Coordinator P.O. Box 2985 Tacoma, WA 98401-2985 Phone: 1-800-657-9808	Washington Department of Transportation Office of Equity and Civil Rights - Title VI Box 47314 Olympia, WA 98504-7314 Email: TitleVI@wsdot.wa.gov Phone: 360-705-7090

ATTACHMENT:
USDOT 1050.2A, Standard Assurances with Appendices

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

DOT Order No. 1050.2A

The Northwest Seaport Alliance (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 Washington State Department of Transportation (WSDOT), is subject to and will comply with the following:

Statutory/Regulatory Authorities

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

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

General Assurances

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

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

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

Specific Assurances

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

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23(b) and 21.23(e) of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated, or will be (with regard

to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.

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

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

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

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

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

6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.

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

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

8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:

a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
b. the period during which the Recipient retains ownership or possession of the property.

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

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

By signing this ASSURANCE, Northwest Seaport Alliance 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 Washington State Department of Transportation 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 Washington State Department of Transportation. You must keep records, reports, and submit the material for review upon request to Washington State Department of Transportation, 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.

Northwest Seaport Alliance gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the Federal Highway Administration. This ASSURANCE is binding on Washington State Department of Transportation, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the Federal-Aid Highway Program. The person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

Northwest Seaport Alliance
(***Name of Recipient***)

by John Wolfe (Nov 12, 2024 09:34 PST)
_____
(***Signature of Authorized Official***)

DATED Nov 12, 2024
_____

APPENDIX A

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

1. **Compliance with Regulations**: The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Washington State Department of Transportation, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.

2. **Non-discrimination**: The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.

3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment**: In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to Non-discrimination on the grounds of race, color, or national origin.

4. **Information and Reports**: The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or the Washington State Department of Transportation 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 Washington State Department of Transportation, 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 Washington State Department of Transportation 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 Washington State Department of Transportation may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

APPENDIX B

CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance 4:

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the Northwest Seaport Alliance will accept title to the lands and maintain the project constructed thereon in accordance with Title 23, United States Code, the Regulations for the Administration of Washington State Department of Transportation, and the policies and procedures prescribed by the Federal Highway Administration of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the Northwest Seaport Alliance 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 Northwest Seaport Alliance 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 Northwest Seaport Alliance, its successors and assigns.

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

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

APPENDIX C

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

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

A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that:

    1. In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.

B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Non-discrimination covenants, Northwest Seaport Alliance 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 Northwest Seaport Alliance 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 Northwest Seaport Alliance and its assigns.*

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

APPENDIX D

CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED UNDER THE ACTIVITY, FACILITY OR PROGRAM

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by Northwest Seaport Alliance 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 Non-discrimination covenants, Northwest Seaport Alliance 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, Northwest Seaport Alliance will there upon revert to and vest in and become the absolute property of Northwest Seaport Alliance and its assigns.*

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

APPENDIX E

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

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures Non-discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of Limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).