

CITY OF GORDON, TEXAS

TITLE VI NONDISCRIMINATION PROGRAM

FHWA Title VI Implementation Plan Checklist and TxDOT Subrecipient Title VI Plan guidance Resolution No.

2026-09

Responsible Authority: Rick Speer, Mayor

Title VI Coordinator: Teresa Johnson, City Secretary / City Administrator

City Hall: 105 S. Main St., Gordon, Texas 76453

Mailing: P.O. Box 227, Gordon, Texas 76453

Phone: 254-693-5676

City Website: gordonwater.myruralwater.com

Program Year: 2026

PART I - TITLE VI NONDISCRIMINATION PROGRAM PLAN (OVERVIEW)

This Part I provides an overview of the City's Title VI program areas and compliance responsibilities. Detailed procedures, forms, review tools, and implementation requirements are contained in Appendices A through R and the attached USDOT Standard Title VI/Nondiscrimination Assurances and Appendices A through E.

1. Purpose

The City of Gordon, Texas adopts this Title VI Nondiscrimination Program Plan to ensure that no person, on the grounds of race, color, or national origin, is excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any program or activity receiving federal financial assistance. The Program establishes responsibilities, review procedures, complaint processing, public notice, language access, data collection and analysis, public participation, contract compliance, training, recordkeeping, corrective action, and enforcement procedures.

2. Legal and Program Authority

The City administers this Program consistent with Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.; 49 CFR Part 21; 23 CFR Part 200; the Federal-Aid Highway Act of 1973, as amended; 43 TAC § 9.4; applicable FHWA and USDOT nondiscrimination requirements; TxDOT Title VI requirements; the City's executed USDOT Standard Title VI/Nondiscrimination Assurances; and applicable federal-aid agreements.

3. Responsible Authority and Organization

Mayor Rick Speer is the City's highest-ranking official and Responsible Authority for Title VI compliance. Teresa Johnson, City Secretary / City Administrator, is the Title VI Coordinator and has direct access to the Mayor on Title VI matters. The City Council adopts the Program. Employees, consultants, contractors, and other participants in federally assisted programs must cooperate with implementation and compliance reviews.

4. Title VI Coordinator Responsibilities

- Maintain and update the Title VI Plan and supporting records.
- Coordinate annual and project-specific Title VI program-area reviews.
- Develop and maintain processes for collection, analysis, and reporting of Title VI demographic and participation data.
- Receive, date-stamp, log, acknowledge, preserve, and route complaints; cooperate with TxDOT/FHWA complaint processing.
- Coordinate language assistance, public participation, training, website/public notices, contract compliance, corrective action, and annual compliance review.

5. Primary Program Areas - Overview and Review Responsibilities

The following matrix is the City's inventory of primary program areas. It identifies the general activity, principal Title VI responsibilities, and the procedures used to review each area for nondiscrimination.

Program Area	General Description	Title VI Responsibilities	Review Procedures
Transportation, Streets & Related Infrastructure	Federally assisted streets, roadways, sidewalks, drainage, pedestrian facilities, transportation-related utilities, construction and maintenance.	Evaluate geographic distribution of benefits/burdens; access to facilities; project selection; maintenance/service patterns; affected populations; language and participation needs.	Review project limits and service areas against Census/ACS and local data; compare benefits/burdens; review complaints and outreach; document findings on Appendix L at least annually and for significant projects.
Planning & Community Development	Transportation/infrastructure planning, grant-funded planning, development review and community improvement activities.	Ensure planning priorities, project selection, funding, participation, and impacts do not exclude or disproportionately burden protected populations.	Review demographic profile, project prioritization, public participation records, language assistance, comments and responses; document whether all affected communities had meaningful opportunity to participate.
Procurement & Contracting	Federally assisted solicitations, professional services, construction contracts, procurement and	Ensure fair access to contracting opportunities; required Title VI clauses; nondiscriminatory solicitation	Use Appendix M before solicitation/execution and during performance; verify assurances clauses;

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	consultant activities.	and administration; subcontractor flow-down.	document outreach, complaints, deficiencies, corrective action and closeout.
Right-of-Way & Property	Acquisition, easements, relocation, permits, property interests and access related to federally assisted projects.	Ensure acquisition, relocation, access, compensation procedures and communications are administered nondiscriminatorily and affected persons receive Title VI information and language assistance.	Review affected properties and demographic context; verify consistent procedures/notices; review relocation/access impacts, complaints and language needs; document on Appendix L.
Public Participation	Public meetings, hearings, notices, comment periods, website/email notices and stakeholder outreach.	Provide meaningful and accessible opportunities for all affected communities; identify language needs and participation barriers; disseminate Title VI rights.	Before significant engagement, review demographics and LEP needs; select multiple outreach methods where appropriate; document attendance, comments, language assistance, barriers and follow-up; evaluate effectiveness after the activity.
Other Federally Assisted Programs	Any other City program or activity receiving federal financial assistance.	Identify Title VI responsibilities before implementation and ensure benefits, services, participation and administrative methods are nondiscriminatory.	Coordinator identifies affected population, data sources, potential impacts, outreach/language needs, applicable assurances and review criteria; documents review using Appendix L.

6. Program Area Review Procedure

At least annually, and additionally when warranted by a significant federally assisted project, complaint, demographic change, compliance concern, or TxDOT/FHWA request, the Coordinator will review applicable program areas. Each review will: (1) define the program/project and affected area; (2) identify beneficiaries and potentially affected populations; (3) collect available race, color and national-origin information using appropriate geographic and program data; (4) examine distribution of benefits and burdens, participation, access, language needs, complaints and contracting requirements; (5) compare treatment and outcomes for indications of disparate treatment or potentially discriminatory effects; (6) document findings; and (7) establish corrective action and follow-up where needed. Appendix L is the review form.

7. Data Collection, Reporting and Analysis

The City will collect and analyze Title VI information by program area rather than relying solely on citywide demographics. Data will be collected only to the extent reasonably available and appropriate to the program, and voluntary demographic information will be handled in a manner that protects privacy.

Program Area	Data / Collection Process	Analysis Purpose	Reporting / Documentation
Transportation / Streets	Census/ACS race and national-origin data for project/service area; project location; maintenance/service records; complaints; public comments; language contacts.	Compare geographic distribution of improvements, maintenance, access, benefits and burdens with affected population; identify patterns or disparities requiring additional review.	Project file and annual Appendix L review; significant findings included in annual compliance review.
Planning / Community Development	Census/ACS; project prioritization and funding data; participation records; comments; language assistance; affected-area data.	Assess whether planning processes and project priorities provide equitable access, participation and distribution of benefits/burdens.	Retain in planning/project file; summarize in annual Title VI review.
Procurement / Contracting	Solicitation distribution; bidder/proposer information available through lawful program records;	Review openness of opportunities, required clauses, administration, subcontract flow-down,	Appendix M in contract file; deficiencies tracked through closure.

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	DBE/HUB/SBE information where applicable; complaints; clause/checklist compliance.	complaints and corrective actions. Demographic information is not used to make award decisions except as authorized by applicable law/program requirements.	
Right-of-Way / Property	Affected parcels/persons; Census/ACS for project area; relocation/access records; language requests; complaints.	Assess consistency of procedures, communications, access and relocation/acquisition impacts; identify whether protected populations experience disproportionate burdens.	Project/property file and Appendix L review.
Public Participation	Census/ACS; voluntary demographic surveys when appropriate; attendance; comments; outreach distribution; language assistance; barriers identified.	Compare expected affected population with persons reached; evaluate whether outreach methods effectively reached protected and LEP communities; adjust outreach if gaps are identified.	Public participation file; post-event effectiveness review; annual summary.
Other Federal Programs	Program-specific beneficiary/service data plus Census/ACS and complaint/language/public-participation information.	Coordinator establishes relevant indicators before review and compares access, service, participation, benefits and burdens.	Program file and Appendix L review.

The Coordinator will use U.S. Census Bureau/ACS data, TxDOT resources, project-specific information, actual contacts, service records, public participation records, and other credible local/regional sources. Because Gordon is a small community and ACS estimates may have large margins of error, estimates will be considered with margins of error and supplemented with project-area and actual-contact information. The Coordinator will report significant findings, deficiencies, corrective actions, and changes in data needs in the annual Title VI compliance review.

8. Notice to Beneficiaries

The City will notify the public that it does not discriminate on the basis of race, color, or national origin in its programs, services, and activities and will explain how to obtain Title VI information, request language assistance, or file a complaint. Appendix C contains the approved notice.

9. Complaint Administration - Overview

A person or organization may file a Title VI complaint alleging discrimination on the basis of race, color, or national origin. Complaints should be received within 180 calendar days of the alleged discriminatory act unless the processing agency extends the filing period. The City will accept written complaints by mail, in person, or email and will assist a person who cannot prepare a written complaint. The City will not retaliate against any person for filing or participating in a Title VI matter.

The City does not make FHWA acceptance, dismissal, transfer, investigation, or final-disposition determinations reserved to FHWA. Complaints received by the City involving FHWA-funded programs will be forwarded to TxDOT Civil Rights for processing through the FHWA process. Appendix D contains the complete complaint procedure and Appendix E contains the complaint form.

10. Contract Compliance, Corrective Action and Enforcement

Before solicitation or execution of an applicable federally assisted contract or instrument, the Coordinator or designee will determine which USDOT Assurance clauses and appendices apply and verify their inclusion. During performance, the City will monitor complaints, required flow-down provisions, compliance issues, and corrective actions.

If a deficiency is identified, the City will document the finding and notify the responsible internal program, contractor, consultant, or other participant of the corrective action required and a reasonable completion date. The Coordinator will verify completion. Unresolved, repeated, or significant deficiencies will be elevated to the Mayor and, when required, TxDOT/FHWA. The City may use remedies available under the applicable contract, agreement, federal requirements, or law, including withholding approval/payment where authorized, requiring a corrective-action plan, suspending affected activity, declining to renew, termination, referral to TxDOT/FHWA, or other lawful enforcement. Appendix M contains the compliance checklist and deficiency tracking procedure.

11. Other Program Elements

Detailed procedures for language assistance, demographic analysis, public participation, training, website/public notice implementation, organizational structure, annual review, complaint logging, and records are contained in Appendices G through P.

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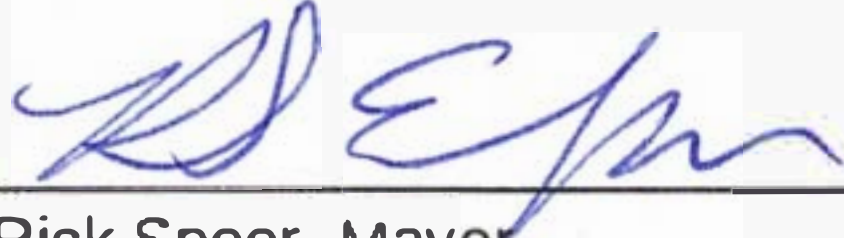
APPENDIX A - TITLE VI/NONDISCRIMINATION POLICY STATEMENT

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

This policy applies to all operations of the City, including contractors and persons acting on behalf of the City, and to any department, program, or activity to which the City extends federal financial assistance.

The City will take reasonable steps to provide meaningful access to covered programs and activities and will administer its programs consistent with applicable USDOT, FHWA, and TxDOT Title VI requirements.

Any person who believes they have been subjected to prohibited discrimination may file a complaint as described in the City's Title VI Complaint Procedures.



Rick Speer, Mayor

City of Gordon - Responsible Authority

Date: 9-9-2026

APPENDIX B - USDOT STANDARD TITLE VI/NONDISCRIMINATION ASSURANCES

The City of Gordon shall execute and maintain the current USDOT Standard Title VI/Nondiscrimination Assurances under DOT Order No. 1050.2A, including Appendices A, B, C, D, and E. The Mayor, as the City's top official and Responsible Authority, shall sign and date the Assurances.

The current official TxDOT/USDOT Assurances and Appendices are included as an integral part of the final PDF package following Appendix R. The City will complete the Recipient name and authorized-official signature/date fields before final submission and will use the applicable clauses from the Assurances in solicitations, contracts, deeds, leases, permits, licenses, and other instruments as required.

APPENDIX C - NOTICE TO BENEFICIARIES / NOTICE OF RIGHTS

NOTIFYING THE PUBLIC OF RIGHTS UNDER TITLE VI

The City of Gordon does not discriminate on the basis of race, color, or national origin in the operation of its programs, services, and activities, in accordance with Title VI of the Civil Rights Act of 1964.

Any person who believes they have been subjected to discrimination under Title VI may file a complaint. For information about the City's Title VI Program, complaint procedures, language assistance, or information in another language, contact:

Teresa Johnson, City Secretary / City Administrator / Title VI Coordinator

City of Gordon

105 S. Main St.

P.O. Box 227

Gordon, Texas 76453

Phone: 254-693-5676

Title VI information is available on the City website and at City Hall. Complaint forms are available in English and Spanish.

NOTICE OF RIGHTS - SPANISH

La Ciudad de Gordon no discrimina por motivos de raza, color u origen nacional en la operación de sus programas, servicios y actividades, de conformidad con el Título VI de la Ley de Derechos Civiles de 1964. Para obtener información, asistencia lingüística o presentar una queja, comuníquese con Teresa Johnson, Secretaria Municipal / Administradora Municipal / Coordinadora del Título VI, al 254-693-5676.

APPENDIX D - TITLE VI DISCRIMINATION COMPLAINT PROCEDURES

These procedures apply to complaints alleging discrimination based on race, color, or national origin in a City program or activity subject to Title VI.

1. A complaint should be received no more than 180 calendar days after the alleged discriminatory act unless the processing agency extends the filing period.
2. A complaint should be in writing and signed. It may be filed by mail, in person, or email. It should identify the complainant; contact information; basis of discrimination; respondent/persons involved; program/activity; date(s); whether the conduct is ongoing; and sufficient facts to explain the alleged discrimination.
3. Complaints may be submitted to Teresa Johnson, City Secretary / City Administrator / Title VI Coordinator, City of Gordon, P.O. Box 227, Gordon, Texas 76453; delivered to 105 S. Main St.; or submitted through an available City email/website method. Assistance is available at 254-693-5676.
4. If a complainant cannot prepare a written complaint, the Coordinator may transcribe allegations provided by telephone or in person and send the written version to the complainant for correction and signature.
5. Within ten (10) business days after receipt, correspondence informing the complainant of the status, referral, or next step will be sent by the City of Gordon or by the other agency receiving or processing the complaint, as applicable.
6. The Coordinator will date-stamp the complaint, enter it in the confidential complaint log, preserve the original and supporting documents, and notify the Mayor.
7. For complaints involving FHWA-funded programs or activities, complaints received by the City will be forwarded to the TxDOT Civil Rights Division. TxDOT will forward the complaint to the FHWA Texas Division Office with a preliminary processing recommendation, and the FHWA Texas Division will forward it to FHWA Headquarters Office of Civil Rights (HCR).
8. FHWA HCR is responsible for determinations whether to accept, dismiss, conduct preliminary review of, or transfer/refer an FHWA Title VI complaint. The City will not make those determinations.
9. FHWA HCR is responsible for investigation of FHWA Title VI complaints and may delegate an investigation to TxDOT. If delegated, the City will cooperate with requests for records, interviews, site information, and other evidence.
10. Potential processing outcomes include acceptance for investigation; preliminary review to obtain additional information; procedural dismissal; or referral/dismissal when FHWA lacks jurisdiction.
11. The City will not retaliate against any person for filing a complaint, participating in an investigation, providing information, or exercising rights protected by Title VI.
12. The Coordinator will document referral, jurisdiction, status, disposition, disposition date, corrective action if applicable, and closure in the complaint log and retain records in accordance with applicable retention requirements.

Alternative Filing

A complainant may file directly with the Federal Highway Administration, U.S. Department of Transportation Office of Civil Rights, HCR-20, 1200 New Jersey Avenue, SE, Washington, DC 20590, or with the Texas Department of Transportation, Civil Rights Division, Attn: Title VI Program Manager, 125 E. 11th Street, Austin, Texas 78701.

APPENDIX E - TITLE VI COMPLAINT FORM - ENGLISH

Use this form to describe alleged discrimination in a City of Gordon program, service, activity, project, or by a contractor acting for the City. A complaint should generally be filed within 180 days of the alleged act. If you need help completing this form or need language assistance, call 254-693-5676. Attach additional pages or documents if needed.

Information Requested	Response
Complainant - Last Name / First Name	
Mailing Address	
City / State / ZIP	
Main Phone / Alternate Phone	
Email Address	
Preferred Contact	☐ Mail ☐ Phone ☐ Email
Person discriminated against, if different	
Relationship to that person	
Basis of complaint	☐ Race ☐ Color ☐ National Origin
Earliest date of alleged discrimination	
Most recent date of alleged discrimination	
Is the alleged discrimination ongoing?	☐ Yes ☐ No
City program/activity/project/contractor/service involved	
Names of person(s) or organization(s) responsible	

Describe the Alleged Discrimination

Explain what happened and why you believe race, color, or national origin was a factor. Describe the action, decision, service, condition, or treatment involved and, if applicable, how others were treated differently.

Retaliation

Title VI prohibits retaliation. If you believe you were intimidated or retaliated against because you complained, participated in an investigation, or exercised Title VI rights, describe what occurred and the action you believe caused the retaliation.

Witnesses / Persons With Additional Information

Name	Address / Email	Telephone

Other Complaints or Proceedings

Have you filed, or do you intend to file, this matter with another agency or court? ☐ Yes ☐ No

Agency / Court	Date Filed / Planned
U.S. Department of Transportation	
Federal Highway Administration	
Texas Department of Transportation	
U.S. Department of Justice	
EEOC / Other	

Have you discussed this complaint with a City or agency representative? ☐ Yes ☐ No

If yes, identify the person, position, and date: _____

Requested Remedy / Additional Information

Briefly explain what remedy or action you are seeking:

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List or attach photographs, letters, emails, notices, records, or other information that may help explain the complaint:

I affirm that the information provided is true to the best of my knowledge. An unsigned complaint may not be accepted as a formal written complaint.

Complainant Signature: _____ Date: _____

Return to: Teresa Johnson, City Secretary / City Administrator / Title VI Coordinator, City of Gordon, P.O. Box 227, Gordon, TX 76453; City Hall: 105 S. Main St.; Phone: 254-693-5676.

APPENDIX F - FORMULARIO DE QUEJA DEL TÍTULO VI - ESPAÑOL

La Ciudad mantendrá una versión en español del formulario de queja que solicite la misma información sustantiva que el formulario en inglés de este Plan, incluyendo datos de contacto, motivo de la queja, fechas, descripción, represalias, responsables, testigos, otras presentaciones, remedio solicitado, documentos de apoyo, firma y fecha. La Ciudad proporcionará asistencia lingüística para completar el formulario cuando se solicite.

Entregue a: Teresa Johnson, Secretaria Municipal / Administradora Municipal / Coordinadora del Título VI, City of Gordon, P.O. Box 227, Gordon, TX 76453; City Hall: 105 S. Main St.; Teléfono: 254-693-5676.

APPENDIX G - TITLE VI COMPLAINT LOG

Date Received	Complainant	Basis	Respondent / Program	Referral / Jurisdiction	Status / Disposition	Date Closed

If no Title VI complaints are received during the reporting period, document: 'No Title VI complaints received.'

APPENDIX H - LIMITED ENGLISH PROFICIENCY (LEP) / LANGUAGE ASSISTANCE PLAN

The City will take reasonable steps to provide meaningful access to covered programs and activities for persons with Limited English Proficiency. Language assistance will be based on documented need and will not be determined by staff assumptions.

Four-Factor Analysis

- Number or proportion of LEP persons eligible to be served or likely to be encountered, using Census/ACS and project-area information.
- Frequency of contact, documented through a Language Assistance Contact Log and anticipated project/public-engagement activity.
- Nature and importance of the program, including legal rights, safety, property interests, deadlines, essential services and significant financial consequences.
- Resources and costs, using qualified telephone interpretation, translated vital documents, TxDOT/FHWA resources and project-specific services as warranted; cost will not be the sole basis to deny meaningful access.

Language Assistance Procedure

- Ask the individual what language they prefer; do not infer language from appearance, surname, accent, or perceived national origin.
- Use an 'I Speak' resource or qualified interpreter when needed to identify the preferred language.
- Use qualified interpreters for important communications; do not rely on minor children as interpreters.
- Document the language requested, service provided, provider, date, program/activity and follow-up.
- Review demographic data, language-contact records and upcoming projects at least annually and project-by-project.

APPENDIX I - DEMOGRAPHIC DATA AND ANALYSIS

Data source: U.S. Census Bureau, 2024 American Community Survey 5-Year Estimates and 2020 Decennial Census, Gordon city, Texas. Small-area ACS estimates may carry substantial margins of error and must be interpreted cautiously.

Indicator	Current Reference	Title VI Use
2020 Decennial total population	470	Baseline population
2024 ACS 5-year population estimate	460	Current planning estimate
Hispanic or Latino, 2020 Decennial	37 persons	National-origin/public outreach context; not a substitute for LEP data
Language spoken at home / English proficiency	City-level profile may be statistically limited	Supplement with project-area, county/regional and actual-contact data

For each significant federally assisted project, the Coordinator will identify the project area; review Census/ACS data at the most appropriate geography; describe affected populations; compare benefits and burdens; document outreach and language assistance; and retain the analysis in the project file.

APPENDIX J - PUBLIC PARTICIPATION PLAN

The City seeks continuous, effective, transparent, and nondiscriminatory public participation in covered programs and federally assisted projects. Outreach will be scaled to the nature of the action and affected population.

- Define the proposed action and affected geographic area.
- Review demographic and language information and identify populations that may be underserved or historically underrepresented.
- Select outreach methods likely to reach affected persons; do not rely solely on electronic outreach when that would create a barrier.
- Determine whether translated notices or interpretation are appropriate.
- Provide reasonable notice and accessible opportunities to comment.
- Document attendance, comments, language assistance, outreach, barriers and City responses.
- Evaluate whether additional outreach is necessary and retain the public-participation record in the project file.

APPENDIX K - TITLE VI TRAINING PLAN AND LOG

Training frequency: at least annually for the Title VI Coordinator and employees with Title VI responsibilities; orientation for newly assigned personnel; and additional training when requirements materially change.

Date	Employee	Position	Training / Provider	Topics	Certificate / Record

APPENDIX L - PRIMARY PROGRAM AREA REVIEW FORM

Review Item	Documentation / Finding
Program / Project Name	
Federal / TxDOT Agreement or Project No.	
Program Area	
Review Date	
Reviewer	Teresa Johnson / Title VI Coordinator
Affected Geographic Area	
Race / Color / National-Origin Data Reviewed	
Data Source / Geography / Date	
Public Outreach Conducted and Effectiveness	
Language Assistance Needed / Provided	
Benefits Identified	
Burdens / Adverse Effects Identified	
Complaints / Concerns	
Required Title VI Clauses Verified	
Potential Deficiency	☐ No ☐ Yes
Corrective Action / Responsible Party / Deadline	
Follow-up / Closure Date	

Coordinator Signature: _____ Date: _____

Mayor Review (if deficiency identified): _____ Date: _____

APPENDIX M - CONTRACT COMPLIANCE, CORRECTIVE ACTION AND ENFORCEMENT

- Determine whether the procurement, solicitation, agreement, lease, permit, deed, or contract is subject to federal/TxDOT Title VI requirements.
- Insert the applicable clauses from the City's executed USDOT Standard Title VI/Nondiscrimination Assurances and Appendices A-E.
- Review solicitation language for nondiscriminatory access and required federal provisions; document outreach/advertisement as required.
- Before execution, verify required clauses and subcontractor flow-down provisions are present.
- During performance, monitor complaints, compliance issues, subcontractor requirements and corrective actions.
- If a deficiency is identified, document the deficiency in writing, identify the requirement not met, specify corrective action, assign responsibility, and establish a reasonable completion date.
- Verify and document completion. Escalate unresolved, repeated, or significant deficiencies to the Mayor and TxDOT/FHWA as required.
- Use lawful contract/agreement remedies when necessary, including corrective-action plans, withholding approval/payment where authorized, suspension, nonrenewal, termination, or referral.
- Retain the completed checklist and supporting documents in the contract/project file.

Compliance Check	Yes	No / N/A	Notes / Corrective Action
Federal assistance involved?			
Applicable Assurance appendix identified?			
Required clauses inserted?			
Solicitation reviewed?			
Contractor informed?			
Subcontract flow-down addressed?			
Compliance monitored?			
Complaints received?			
Deficiency identified?			
Written corrective action issued?			
Corrective action verified/closed?			
Escalation/enforcement required?			
Final compliance documentation filed?			

APPENDIX N - TITLE VI ORGANIZATIONAL STRUCTURE

GORDON CITY COUNCIL

Adopts Title VI Program and related policy

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RICK SPEER, MAYOR

Responsible Authority - overall Title VI compliance

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TERESA JOHNSON, CITY SECRETARY / CITY ADMINISTRATOR

Title VI Coordinator - administration, monitoring, complaints, data analysis, LEP, training, public participation, contract compliance, corrective action and records

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CITY EMPLOYEES / CONSULTANTS / CONTRACTORS

Implement applicable Title VI requirements in programs and projects

APPENDIX O - WEBSITE AND PUBLIC NOTICE IMPLEMENTATION CHECKLIST

Item	Posted	URL / Location	Review Date
Title VI Policy Statement	☐		
Title VI Program Plan	☐		
Notice to Beneficiaries / Notice of Rights	☐		
Complaint Procedures	☐		
Complaint Form - English	☐		
Complaint Form - Spanish	☐		
LEP / Language Assistance Plan	☐		
Public Participation Plan	☐		
Title VI Coordinator contact information	☐		
Instructions for requesting translation / interpretation	☐		

Current City website used for public information: gordonwater.myruralwater.com

APPENDIX P - ANNUAL TITLE VI COMPLIANCE REVIEW

Annual Review Item	Completed / Findings / Action
Program-area reviews completed	
Race/color/national-origin data collection and analysis reviewed by program area	
Complaints and complaint log reviewed	
Public participation effectiveness reviewed	
LEP / language contacts and four-factor analysis reviewed	
Contracts / assurances clauses / deficiencies reviewed	
Training completed	
Website / public notices reviewed	
Corrective actions closed or carried forward	
Plan updates needed	

Coordinator Certification: I have completed the annual Title VI compliance review and documented identified corrective actions.

Teresa Johnson, Title VI Coordinator: _____ Date: _____

Mayor Review: Rick Speer: _____ Date: _____

CITY OF GORDON, TEXAS

RESOLUTION NO. 2026-09

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GORDON, TEXAS,
ADOPTING THE CITY OF GORDON TITLE VI NONDISCRIMINATION PROGRAM;
DESIGNATING THE RESPONSIBLE AUTHORITY AND TITLE VI COORDINATOR;
AUTHORIZING IMPLEMENTATION OF THE PROGRAM; PROVIDING FOR
CONTINUING COMPLIANCE; SUPERSEDING PRIOR INCONSISTENT ACTIONS;
AND PROVIDING AN EFFECTIVE DATE.**

WHEREAS, the City of Gordon, Texas (the "City") is committed to ensuring that no person, on the grounds of race, color, or national origin, is excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any City program or activity receiving federal financial assistance; and

WHEREAS, the City has prepared a Title VI Nondiscrimination Program consistent with Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.; 49 CFR Part 21; 23 CFR Part 200; the Federal-Aid Highway Act of 1973, as amended; 43 TAC § 9.4; applicable FHWA and USDOT nondiscrimination requirements; TxDOT Title VI requirements; the City's executed USDOT Standard Title VI/Nondiscrimination Assurances; and applicable federal-aid agreements; and

WHEREAS, the Program establishes responsibilities and procedures for program-area reviews, data collection and analysis, complaint administration, notice to beneficiaries, language assistance, public participation, training, contract compliance, corrective action, recordkeeping, annual compliance review, and other Title VI implementation requirements; and

WHEREAS, the Program identifies the Mayor as the City's Responsible Authority for overall Title VI compliance and the City Secretary / City Administrator as the Title VI Coordinator responsible for administration, monitoring, complaints, data analysis, language assistance, training, public participation, contract compliance, corrective action, and records; and

WHEREAS, the City Council finds that adoption and implementation of the Title VI Nondiscrimination Program is in the best interest of the City and supports the City's continuing compliance with applicable federal and state nondiscrimination requirements.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GORDON, TEXAS:

SECTION 1. ADOPTION OF TITLE VI NONDISCRIMINATION PROGRAM.

The City Council hereby adopts the City of Gordon, Texas Title VI Nondiscrimination Program, Revised 2026, including the Program Plan, policy statement, complaint procedures and forms, Limited English Proficiency / Language Assistance Plan, demographic data and analysis, Public Participation Plan, training requirements, program-area review procedures, contract compliance and corrective-action procedures, organizational structure, public notice requirements, annual compliance review, sources and authorities, and the USDOT Standard Title VI/Nondiscrimination Assurances and applicable appendices, as presented to and approved by the City Council. The adopted Program is incorporated into this Resolution by reference as though fully set forth herein.

SECTION 2. RESPONSIBLE AUTHORITY.

Rick Speer, Mayor of the City of Gordon, is designated as the City's Responsible Authority for overall Title VI compliance and is authorized to execute the City's Title VI/Nondiscrimination Policy Statement, USDOT Standard Title VI/Nondiscrimination Assurances, and other certifications or documents requiring execution by the City's highest-ranking or authorized official.

SECTION 3. TITLE VI COORDINATOR.

Teresa Johnson, City Secretary / City Administrator, is designated as the City of Gordon Title VI Coordinator. The Title VI Coordinator is authorized and directed to administer and implement the adopted Program, maintain required records, coordinate reviews and training, receive and route complaints,

coordinate language assistance and public participation, monitor applicable contract compliance, document corrective actions, maintain required public notices, and perform the annual Title VI compliance review.

SECTION 4. IMPLEMENTATION AND CONTINUING COMPLIANCE.

All City employees, officials, consultants, contractors, and other persons participating in federally assisted City programs or activities shall cooperate with the implementation of the Title VI Nondiscrimination Program and comply with applicable Title VI requirements. The Title VI Coordinator is authorized to make administrative or non-substantive updates necessary to keep contact information, forms, references, data sources, and implementation materials current, provided that material policy changes shall be presented to the City Council when required.

SECTION 5. COMPLAINTS AND NON-RETALIATION.

The City shall receive and process Title VI complaints in accordance with the complaint procedures contained in the adopted Program. The City shall not retaliate against any person for filing a complaint, participating in an investigation, providing information, or exercising rights protected by Title VI. Complaints involving FHWA-funded programs or activities shall be forwarded and handled in accordance with the TxDOT/FHWA process described in the adopted Program.

SECTION 6. PRIOR RESOLUTION / CONFLICT.

This Resolution adopts the T discrimination Program as the City's current Title VI Program and shall replace Resolution No. 2026-09 for purposes of adoption of the Program. To the extent any prior resolution, policy, designation of the City conflicts with this Resolution or the Program, this Resolution controls. Actions previously taken under the City's Title VI program that are consistent with this Resolution remain in effect.

SECTION 7. SEVERABILITY.

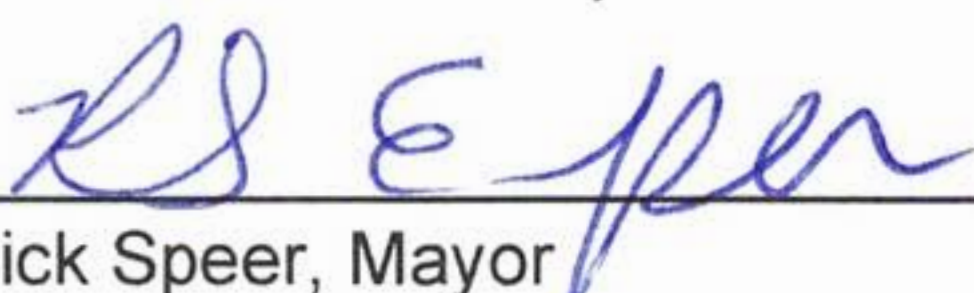
If any section, subsection, sentence, clause, or phrase of this Resolution is held to be invalid or unconstitutional by a court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this Resolution.

SECTION 8. EFFECTIVE DATE.

This Resolution shall take effect immediately upon its passage and adoption.

PASSED AND APPROVED by the City Council of the City of Gordon, Texas, on this 8th day of September, 2026.

CITY OF GORDON, TEXAS


Rick Speer, Mayor




Teresa Johnson, City Secretary / City Administrator

Exhibit A: City of Gordon, Texas Title VI Nondiscrimination Program - Revised 2026 (adopted by reference and maintained with the official executed copy of this Resolution).

APPENDIX R - SOURCES AND AUTHORITIES

- Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.
- 49 CFR Part 21.
- 23 CFR Part 200.
- 43 TAC § 9.4.
- FHWA Title VI Implementation Plan Checklist.
- TxDOT Civil Rights Division Subrecipient Title VI Plan Template.
- USDOT Standard Title VI/Nondiscrimination Assurances, DOT Order No. 1050.2A, including Appendices A-E.
- TxDOT Title VI Complaint Form and FHWA Title VI complaint-processing guidance.
- U.S. Census Bureau / American Community Survey demographic data, as applicable.

IMPORTANT FINALIZATION STEP: Attach the current official USDOT Standard Title VI/Nondiscrimination Assurances and Appendices A-E immediately after this Appendix R. Complete the Recipient name and obtain Mayor Rick Speer's signature and current date before submission.

The United States Department of Transportation (USDOT) Standard Title VI/Nondiscrimination Assurances

DOT Order No. 1050.2A

The _____ (herein referred to as the "Recipient"),
HEREBY AGREES THAT, as a condition to receiving any Federal financial
assistance from the U.S. Department of Transportation (DOT), through the
Federal Highway Administration (FHWA), is subject to and will comply with
the following:

Statutory/Regulatory Authorities

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

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

General Assurances

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

"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity,"

for which the Recipient receives Federal financial assistance from U.S. DOT, including the Federal Highway Administration.

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

Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its Federally-assisted U.S. DOT programs:

1. The Recipient agrees that each "activity," facility," or "program," as defined in §§ 21.23(b) and 21.23(e) or 49 C.P.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 _____ and, in adapted form, in all proposals for negotiated agreements regardless of funding source: *"The Recipient, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§2000d to 2000d-4) and the Regulations, hereby notifies all*

bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award."

3. The Recipient will insert the clauses of Appendix A and Appendix E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.
7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:
 - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.

8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods.
 - a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
 - b. the period during which the Recipient retains ownership or possession of the property.
9. The Recipient will provide for such methods of administration for the programs as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this assurance, the Recipient also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the U.S. DOT access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by the U.S.

DOT. You must keep records, reports, and submit the material for review upon request to U.S. DOT, or its designee in a timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

The Recipient gives this assurance in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. DOT under all Department of Transportation Programs. This assurance is binding on Texas, other recipients, subrecipients, sub-grantees, contractors, subcontractors and their subcontractors, transferees, successors in interest, and any other participants in all Department of Transportation programs. The person(s) signing below is/are authorized to sign this assurance on behalf of the Recipient.

Mayor

Title of Recipient

RS Epm

Signature of Authorized Official

9-9-2026

Date

Appendix A

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

1. Compliance with Regulations: The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, the FHWA, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. Non-discrimination: The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.
3. Solicitations for Subcontracts, Including Procurements of Materials and Equipment: In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to nondiscrimination on the grounds of race, color, or national origin.

4. Information and Reports: The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or FHWA to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or FHWA, as appropriate, and will set forth what efforts it has made to obtain the information.
5. Sanctions for Noncompliance: In the event of a contractor's noncompliance with the Nondiscrimination provisions of this contract, the Recipient will impose such contract sanctions as it or FHWA may determine to be appropriate, including, but not limited to:
 - a. withholding payments to the contractor under the contract until the contractor complies, and/or
 - b. cancelling, terminating, or suspending a contract, in whole or in part.
6. Incorporation of Provisions: The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or FHWA may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the

Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

Appendix 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 _____ 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 _____ 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 _____ 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 _____, its successors and assigns.

The _____, 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 _____ 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

*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.

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

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

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

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

B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Nondiscrimination covenants, _____ 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, _____ 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 _____ 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 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, _____ 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, _____ will there upon revert to and vest in and become the absolute property of _____ 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 nondiscrimination statutes and authorities; including but not limited to:

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 4 71, Section 4 7123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the

Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);

- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).