

Title VI and Civil Rights

NUMBER: 4.1

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1. References

- a. The Public Health and Welfare, 42 USC § 21.2000d
- b. National Environmental Policy Act, 43 USC § 4321
- c. Civil Rights Restoration Act of 1987, Public Law No. 100-259
- d. MPO Joint Certification and Assurances, Title VI/Non-Discrimination Assurance dated April 23, 2018
- e. Rehabilitation Act of 1973, 29 USC §701
- f. Age Discrimination in Employment Act, 29 USC §621 and 6101 *et seq.*
- g. Florida Civil Rights Act, §760.01 *et seq.*
- h. Americans with Disabilities Act of 1990, PL Chapter 101-336

2. Purpose

- a. Title VI of the Civil Rights Act of 1964 as amended, and related laws including the Civil Rights Restoration Act of 1987, Public Law No. 100-259, Rehabilitation Act of 1973, 29 USC §701, Age Discrimination in Employment Act, 29 USC §621 and 6101 *et seq.*, and the Florida Civil Rights Act, §760.01 *et seq.*, prohibit discrimination on the basis of race, color, sex, age, disability, religion, pregnancy, marital status, familial status, retaliation, and national origin in programs and activities receiving federal financial assistance. As a sub-recipient of the Florida Department of Transportation, the Sarasota/Manatee Metropolitan Planning Organization (MPO) has in place a Title VI complaint procedure.

3. Complaints

- a. Any person who believes that said person, or any specific class of persons, has been subjected to discrimination or retaliation, by any MPO programs or activities, as prohibited by Title VI of the Civil Rights Act of 1964, and related statutes, may file a written complaint. All written complaints received by the MPO shall be referred immediately by the MPO Title VI Coordinator, to the District One Title VI Coordinator, for processing in accordance with approved State procedures. Written complaints may be sent to:

Corinne Tucker, Multi Modal Planner
Sarasota/Manatee Metropolitan Planning Organization
8100 15th Street East
Sarasota, Florida 34243 / corinne@mympo.org

- b. Verbal and non-written complaints received by the MPO shall be resolved informally by the MPO's Title VI Coordinator. If the issue has not been satisfactorily resolved through informal means, or if at any

time the complainant(s) requests to file a formal written complaint, the Complainant shall be referred immediately by the MPO Title VI Coordinator to the FDOT's District One Title VI Coordinator for processing in accordance with approved State procedures. If the complaint refers to a partner agency the complaint will be forwarded to the appropriate person to initiate their Title VI process.

- c. The MPO Title VI Coordinator will advise the FDOT's District One Title VI Coordinator within five (5) calendar days of receipt of the verbal and non-written allegations. The following information will be included in every notification to the FDOT's District One Title VI Coordinator:
 - (1) Name, address, and phone number of the Complainant.
 - (2) Name(s) and address(es) of the Respondent.
 - (3) Basis of complaint (*i.e.*, race, color, national origin, sex, age, disability, religion, familial status, marital status, pregnancy, or retaliation).
 - (4) Date of alleged discriminatory act(s).
 - (5) Date complaint received by the MPO.
 - (6) A statement of the complaint.
 - (7) Other agencies (state, local or Federal) where the complaint has been filed.
 - (8) An explanation of the actions the MPO has taken or proposed to take to resolve the allegation(s) in the complaint.
- d. Within ten (10) calendar days, the MPO Title VI Coordinator will acknowledge receipt of the allegation(s), inform the Complainant of action taken or proposed action to process the allegation(s), and advise the Complainant of other avenues of redress available, such as the FDOT's Equal Opportunity Office (EEO).
- e. Within sixty (60) calendar days, the MPO Title VI Coordinator will conduct and complete a review of the verbal or non-written allegation(s) and based on the information obtained, will render a recommendation for action in a report of findings to the MPO Executive Director.
- f. Within ninety (90) calendar days of the verbal or non-written allegation(s) receipt, MPO Executive Director will notify the Complainant in writing of the final decision reached, including the proposed disposition of the matter. The notification will advise the Complainant of his/her right to file a formal written complaint with the FDOT's EEO if they are dissatisfied with the final decision rendered by the MPO. The MPO's Title VI Coordinator will also provide the FDOT's District One Title VI Coordinator with a copy of this decision and summary of findings.

4. Documentation

- a. The MPO's Title VI Coordinator will maintain a log of all verbal and non-written complaints received by the MPO. The log will include the following information:
 - (1) Name of Complainant.
 - (2) Name of Respondent.
 - (3) Basis of Complaint (*i.e.*, race, color, national origin, sex, age, disability, religion,

- familial status, marital status, pregnancy, or retaliation).
- (4) Date verbal or non-written complaint was received by the Title VI Coordinator.
 - (5) Date MPO notified the FDOT's District One Title VI Coordinator of the verbal or non-written complaint.
 - (6) Explanation of the actions the MPO has taken or proposed to take to resolve the issue raised in the complaint.

5. Americans With Disabilities Act

- a. The Sarasota/Manatee Metropolitan Planning Organization will comply with the Americans with Disabilities Act of 1990, Public Law 101-336, July 26, 1990, 104 State.327, as amended. Reasonable accommodations will be made for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.
- b. An employee, or applicant, requesting reasonable accommodation in their employment, should contact the Executive Director. The Executive Director will assist that person in determining the necessary accommodation.
- c. Employees who are unable to perform the essential functions of their job even with reasonable accommodations may be subject to non-disciplinary separation.
- d. For more information see the attached Sarasota/Manatee MPO's Title VI and Americans with Disabilities Act (ADA) Plan.

**Sarasota/Manatee Metropolitan Planning Organizations (MPO)
Title VI and Americans with Disabilities Act (ADA) Plan**

Introduction

As a recipient of Federal funds, the Sarasota/Manatee Metropolitan Planning Organization (MPO) is required to issue a policy statement expressing a commitment to the non-discrimination provisions of Title VI of the Civil Rights Act of 1964 and the Americans with Disabilities Act (ADA) of 1990 and related federal and state nondiscrimination statutes and regulations. This document highlights the MPO's efforts with regards to Title VI, ADA and related federal and state statutes and regulations compliance.

The Sarasota/Manatee MPO area has a population of approximately 768,381 residents as of 2017 American Community Survey (ACS) – 5 Year Estimate. According to the 2017 U.S. Census 30.6% of the population is 65 years of age and over, 14% speak a language other than English at home, and 15% of the population has a disability. The population contains 12.1% Hispanic/Latino, 7.3% African American/Black, and less than 4.3% for all other races. For Manatee County, 8.7% of the population lives below the poverty level while Sarasota County has 6.2%. There are several census blocks in the counties subject to the MPO's jurisdiction that have 23.2% are zero vehicle households.

Title VI of the Civil Rights Act, and related federal and state nondiscrimination statutes and regulations prohibits discrimination on the basis of race, color or national origin, sex, age, disability, family or religious status, in programs, activities or services receiving federal financial assistance. To address these federal requirements, the MPO has developed a Title VI and ADA Plan. The following sections provide a summary of the MPO's activities relating to those requirements.

Title VI and ADA Plan

The MPO has a goal not to discriminate against any person with respect to any MPO program, activity, or service. To meet this goal, the MPO has developed a Title VI and ADA Plan pursuant to Title VI of the Civil Rights Act of 1964 and the Americans with Disabilities Act of 1990 and related federal and state nondiscrimination statutes and regulations. The MPO's Title VI and ADA Plan defines Title VI and ADA and includes a written process on how to file a Title VI or an ADA complaint should one arise and describes the complaint investigation process.

The MPO will make every effort to ensure that its facilities, programs, services, and activities are accessible to those with disabilities. The MPO encourages the public to report any facility, program, service, or activity that appears inaccessible to those who are disabled.

Questions, concerns, comments, or requests for accommodations should be made to the MPO's Title VI/ADA Coordinator:

Corinne Tucker, Multi Modal Planner
Sarasota/Manatee MPO
8100 15th Street East
Sarasota, FL 34243
Email: corinne@mympo.org
Phone: (941) 359-5772

Public Notification Process

The MPO's goal is not to discriminate against any person with respect to an MPO program, activity or service. This commitment is incorporated into all public outreach efforts to engage all segments of the population in the MPO's planning process. The MPO actively provides information regarding its Title VI and ADA obligations to the public using a variety of methods.

Information, such as reference to Federal circulars and the MPO's Title VI and ADA Plan and complaint procedure, is available, upon request at the MPO's office, on the MPO's website and is provided to staff, citizens, consultants, subgrantees and contracted providers. The Notice of nondiscrimination policy is included in all MPO contracts, public meetings and bid advertisements.

The MPO shall require of itself and each subgrantee and service provider to certify each year that there have been no Title VI or ADA complaints or lawsuits. As a policy, MPO staff is educated on the Title VI and ADA requirements. The entire nondiscrimination clauses shall be included in all consultant contracts and subgrantee agreements.

The following statement is posted at MPO facilities: "The MPO does not discriminate on the basis of race, color, national origin, sex, age, disability, family or religious status in administration of its programs, activities or services."

To find out more, visit: www.mympo.org
Contact: Corinne Tucker (Title VI/ADA Coordinator)
8100 15th Street East Sarasota, FL 34243
Email: corinne@mympo.org
Phone: (941) 359-5772

Inclusive Public Participation

The MPO shall seek out and consider viewpoints of low-income, minority, elderly, disabled, Limited English Proficiency (LEP), ethnic and religious groups in the course of conducting public outreach and involvement activities in regards to planning activities. These public outreach activities may include:

- a) MPO website and Publications: The MPO includes information on its website regarding MPO planning activities. Activities are also included in the MPO newsletter.
- b) MPO meetings are regularly re-broadcasted on a local public television station. The MPO can supply documents, upon request, in a variety of alternative formats. Vital documents and those documents having a wide distribution may be translated into foreign languages, as appropriate, based on federally mandated assessments.
- c) Public Meetings and Workshops: MPO staff hosts and participates in many public meetings and workshops to share information about MPO programs, activities, and services and to collect information from users of these programs. All MPO sponsored meetings or workshops are conducted in ADA accessible locations and have readily available access to transit. Availability of accessibility assistance is included in each meeting and workshop notice. Meetings are held in facilities close to the target audience. When conducting public meetings and workshops, if needed, staff shall make reasonable attempts to provide meaningful access including having translators, hearing devices for persons with hearing difficulties, accessible facilities and suitable materials in alternative formats available.
- d) Public Hearings: The MPO conducts formal public hearings and provides opportunities for citizen input on MPO programs and planning activities. Public hearings are conducted periodically and as required by law for a wide variety of topics. Public Hearing notices are placed in the local newspapers of general circulation, are mailed and emailed to MPO mailing list, and posted on the MPO's website.
- e) Surveys: The MPO may utilize survey instruments on its website, distributed through e-mail and direct mail and at various workshops to collect public input. Surveys are often tailored to information from targeted populations, such as the elderly or minority persons, and will be designed to include the

collection of gender, ethnicity, and racial data. Staff considers the needs of those who cannot read or write and will verbally read the survey and record the respondent's comments upon request.

All Public Participation materials may be made available in alternative formats such as large type.

Record of Title VI/ADA Activities and General Reporting Requirements

- a) A list of all-active lawsuits or complaints alleging discrimination on the basis of race, color, national origin, etc., with respect to service or other transit benefits:

The MPO has no active lawsuits, nor is aware of any complaints on the basis of race, color or national origin sex, age, disability, family, or religious status at this time.

- b) A description of all pending applications for financial assistance currently provided by Federal agencies to the grantee:

The MPO regularly receives pass through or direct funding from the Federal Aviation Administration, Florida Department of Transportation, Federal Transit Administration, Federal Highway Administration, the Office 5 of Housing and Urban Development, U.S. Department of Justice, Federal Emergency Management Agency, and U.S. Department of Energy.

- c) A summary of all civil rights compliance reviews conducted by other local, state, or federal agencies in the last three (3) years. None.

Record of Title VI/ADA Investigations, Complaints or Lawsuits

The MPO will maintain a file for active, as well as inactive or closed Title VI and ADA complaints, investigations and lawsuits for the longer of three (3) years or the period required for retention of such records set forth in the Florida Public Records Act Retention Schedule after the complaint, investigation, or lawsuit becomes inactive or is resolved. To date, no complaints have been received.

Sub-Recipient Title VI/ADA Assistance and Guidance

If such agreements are entered into with either party, it will actively assist each subrecipients/subgrantees in complying with the general Title VI/ADA reporting requirements and work closely the Florida Department of Transportation, the Federal Highway Administration, Federal Transit Administration, Federal Aviation Administration, the US Department of Energy, US Department of Justice, Office of Housing and Urban Development or other appropriate agencies to ensure substantial compliance with nondiscrimination regulations.

Title VI/ADA Complaint Process and Procedures

MPO Discrimination Complaint Procedure:

Title VI of the Civil Rights Act of 1964, the ADA of 1990 as amended and related Federal and state nondiscrimination statutes and regulations, prohibit discrimination on the basis of race, color, national origin sex, age, disability, family or religious status for programs, activities and services receiving federal financial assistance. As a recipient of federal financial assistance, the MPO has in place a Title VI and ADA complaint procedure:

- a) Any person who believes that they, or any specific class of persons, has been subjected to discrimination or retaliation, by the MPO in administration of any program, activity or service, as prohibited by Title VI of the Civil Rights Act of 1964 or the Americans with Disabilities Act (ADA) or related statutes, may file a complaint with the MPO designated ADA Coordinator. It is preferred that

complaints be submitted in written format, such as letter or email. However, if the complainant cannot, due to a disability, submit a written complaint, the ADA Coordinator will explore alternative means of filing grievances, such as recorded statements, personal interviews or phone calls.

All written complaints regarding Title VI or ADA received by MPO shall be referred immediately by the Title VI/ADA Coordinator to FDOT's Title VI, ADA or the appropriate agency Coordinator for processing in accordance with approved State procedures.

Written complaints may be sent to:
Corinne Tucker (Title VI/ADA Coordinator)
8100 15th Street East Sarasota, FL 34243
Email: corinne@mympo.org
Phone: (941) 359-5772

- b) Complaints must include information about the individual filing the claim such as name, address, email and phone number; the location, date and description of the alleged violation; the name of the program or staff member that failed to comply; and the efforts, if any, made by the complainant to achieve voluntary compliance.
- c) The complaint should be submitted by the complainant as soon as possible after the alleged noncompliance but not later than sixty (60) calendar days after the alleged violation.
- d) Within thirty (30) calendar days after receipt of the complaint by the Title VI/ADA Coordinator, the Title VI/ADA Coordinator or authorized designee will contact the complainant to review the complaint for completeness and accuracy and obtain any additional needed information. Within sixty (60) calendar days thereafter, the Title VI/ADA Coordinator will provide the complainant with a written response. Where appropriate, the response will be provided in a format accessible to the complainant. The response will explain the position of the MPO and offer options for substantive resolution of the complaint. The MPO's desired outcome in these cases will always be to work as much as possible arriving at a positive resolution of the subject of any ADA complaint. Therefore, the initial response to any complaint will never foreclose additional resolution discussions or suggestions from either the MPO or the complainant.
- e) The MPO's Title VI/ADA Coordinator will advise the FDOT's Title VI, ADA or other appropriate agency Coordinator, within thirty (30) calendar days of receipt of the allegations. The following information will be included in every notification to the FDOT's Title VI, ADA or other appropriate agency Coordinator:
 - a. Name, address, and phone number of the Complainant;
 - b. Name and address of the MPO;
 - c. Basis of complaint (*i.e.*, race, color, national origin, sex, age, disability, religion, familial status or retaliation);
 - d. Date of alleged discriminatory act(s);
 - e. Date complaint received by the MPO;
 - f. A statement of the complaint;
 - g. Other agencies (state, local or Federal) where the complaint has been filed if known to the MPO; and
 - h. An explanation of the actions the MPO has taken or proposed to resolve the allegation(s) raised in the complaint.
- f) Confidential information: Persons making complaints may, if needed to verify disability, submit medical information. However, any records submitted, unless exempt or confidential under Florida

or federal law, will be subject to inspection under the Florida Public Records Act.

- g) Records: All records made or received by the Title VI/ADA Coordinator associated with complaints of non-compliance will be retained by the Title VI/ADA Coordinator's office for the longer of three (3) years or the period required for retention of such records set forth in the Florida Public Records Act Records Retention Schedule.

Access for LEP Persons

To provide meaningful access to MPO programs, activities and services to persons who are Limited English Proficient (LEP), the MPO has assessed LEP needs in the MPO's area of jurisdiction. This LEP Plan shall serve as a training tool and guide for MPO staff on how to recognize a person who may need language assistance and how to provide that assistance. The MPO has identified a very small community of Hispanic speaking residents within the MPO's area of jurisdiction. According to the U.S. Census Bureau, data on the population speaking a language other than English is 15%. The MPO has had no requests for translation services come in for public meetings, nor has it been an issue during meetings or workshops. The MPO has an employee who may be available for translation service, or the MPO will use a low-cost multi-language telephone service, such as Applied Language Solutions. LEP factors will be reviewed yearly to assess the need for LEP offerings.

Recipient LEP Assistance and Guidance

If sub-agreements are entered into, the MPO will actively assist each recipient in complying with the general LEP requirements and work closely the FHWA, FTA, FDOT or other appropriate agencies to ensure substantial compliance with nondiscrimination regulations. If such agreements are entered into, the MPO shall assist its recipient as follows:

- a) Recipient will be provided with a copy of and/or the Internet link to the MPO's LEP plan. The LEP plan shall also include information on informing beneficiaries of their rights under Title VI and ADA and the procedures on how to file a complaint.
- b) MPO recipient contracts or agreements shall include the Nondiscrimination Statutes and Regulations Contract Clauses.
- c) The MPO's Title VI/ADA Coordinator shall monitor the flow down of LEP requirements associated with the recipient third party contracts.

Record of Language Assistance

The MPO shall maintain a file for language assistance requests. All records made or received by the Title VI/ADA Coordinator associated with complaints of non-compliance will be retained by the Title VI/ADA Coordinator's office for the longer of three (3) years or the period required for retention of such records set forth in the Florida Public Records Act Records Retention Schedule.

Required Consultant and Subgrantee Title VI and ADA and Related Federal and State Nondiscrimination Statutes and Regulations Contract Clauses

As a policy, the following civil rights clauses regarding non-discrimination shall be included in all MPO contracts and subgrantee agreements:

CIVIL RIGHTS - The following requirements apply to this AGREEMENT:

- a) Nondiscrimination- In accordance with Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000d, section 303 of the Age Discrimination Act of 1975, as amended, 42 U.S.C. § 6102, section 202 of the Americans with Disabilities Act of 1990, 42 U.S.C. § 12132, and Federal transit law at 49

U.S.C. § 5332:

- 1) The CONSULTANT or SUBGRANTEE shall not discriminate on the basis of race, age, creed, disability, marital status, color, national origin, or sex in the performance of this contract. The CONSULTANT or SUBGRANTEE shall carry out applicable requirements of 49 CFR Part 26 in the award and administration of (Florida Department of Transportation, the Federal Highway Administration, Federal Transit Administration, Federal Aviation Administration, the US Department of Energy, US Department of Justice, or Office of Housing and Urban Development) assisted contracts. Failure by the CONSULTANT or SUBGRANTEE to carry out these requirements is a material breach of this AGREEMENT, which may result in the termination of this AGREEMENT or such other remedy, as the MPO deems appropriate.
 - 2) Each subcontract the CONSULTANT or SUBGRANTEE signs in regards to this federal aid PROJECT must include the assurance in this paragraph (see 49 CFR 26. 13(b). The CONSULTANT or SUBGRANTEE agrees to comply with all applicable federal implementing regulations and other implementing requirements the Federal government may issue.
- b) Equal Employment Opportunity - The following equal employment opportunity requirements apply to this AGREEMENT:

- 1) Race, Color, Creed, National Origin, Sex - In accordance with Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, and Federal transit laws at 49 U.S.C. § 5332, the CONSULTANT or SUBGRANTEE agrees to comply with all applicable equal employment opportunity requirements of U.S. Department of Labor (U.S. DOL) regulations, "Office of Federal Contract Compliance Programs, Employment Opportunity, Department of Labor/1 41 C.F.R. Parts 60 et seq., (which implement Executive Order No. 11246, "Equal Employment Opportunity," as amended by Executive Order No. 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity/" 42U.S.C. § 2000e note), and with any applicable Federal statutes, executive orders, regulations, and Federal policies that may in the future affect construction activities undertaken in the course of the PROJECT.

The CONSULTANT or SUBGRANTEE agrees to take all reasonable steps to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, creed, national origin, sex, or age. Such action shall include, but not be limited to, the following: Employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff, or termination; rates of payer other forms of compensation; and selection for training, including apprenticeship. In addition, the CONSULTANT or SUBGRANTEE agrees to comply with any implementing requirements the Federal government may issue.

- 2) Age- In accordance with Section 4 of the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 621 through 634 and Federal transit law at 49 U.S.C. § 5332, the CONSULTANT or SUBGRANTEE agrees to refrain from discrimination against present and prospective employees for reason of age. In addition, the CONSULTANT or SUBGRANTEE agrees to comply with any implementing requirements the Federal government may issue.
- 3) Disabilities- In accordance with section 102 of the Americans with Disabilities Act, as amended, 42 U.S.C. § 12112, the CONSULTANT or SUBGRANTEE agrees that it will comply with the requirements of U.S. Equal Employment Opportunity Commission, "Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act," 29 C.F.R. Part 1630, pertaining to employment of persons with disabilities. In addition, the CONSULTANT or SUBGRANTEE agrees to comply with any implementing requirements the Federal government may Issue.

- 4) Access to Services for Persons with Limited English Proficiency- To the extent applicable and except to the extent that the Federal agency determines otherwise in writing, the CONSULTANT or SUBGRANTEE agrees to comply with the policies of Executive Order No. 13166, "Improving Access to Services for Persons with Limited English Proficiency, u 42 U.S.C. 9 § 2000d-I note, and with the provisions of U.S. DOT Notice, "DOT Guidance to Recipients on Special Language Services to Limited English Proficient (LEP) Beneficiaries:'66 Fed. Reg. 6733 et seq., January 22, 2001. The MPO's LEP Plan is available in the Title VI/ADA plan at MPO facilities or may be viewed online at www.mympo.org.
- 5) Drug or Alcohol Abuse- Confidentiality and Other Civil Rights Protections- To the extent applicable, the CONSULTANT or SUBGRANTEE agrees to comply with the confidentiality and other civil rights protections of the Drug Abuse Office and Treatment Act of 1972, as amended, 21 U.S.C. §§ 1101 et seq. with the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970, as amended, 42 U.S.C. §§ 4541 et seq. and with the Public Health Service Act of 1912, as amended, 42 U.S.C. §§ 201 et seq. and any amendments to these laws.
- 6) Other Nondiscrimination Laws- The CONSULTANT or SUBGRANTEE agrees to comply with all applicable provisions of other federal laws, regulations, and directives pertaining to and prohibiting discrimination, except to the extent the Federal Government determines otherwise in writing. The CONSULTANT or SUBGRANTEE also agrees to include these requirements in each subcontract financed in whole or in part with federal assistance, modified only if necessary, to identify the affected parties.

Sarasota/Manatee Metropolitan Planning Organization Title VI
Program and Related Statutes Discrimination Complaint

Complainant(s) Name:	Complainant(s) Address (Street No, P.O. Box, City, State, Zip Code):
Complainant(s) Phone Number:	

Name of person(s) who allegedly discriminated against you, their position (if known), and name of agency:

Address (Street No, P.O. Box, Etc.) City, State, Zip Code:

Date of Alleged Incident:

Discrimination Because Of:

	Race		Retaliation
	Sex		Familial Status
	Religion		Color
	National Origin		Age
	Disability		Income Status
	Other		

Please list the name(s) and phone number(s) of any person, if known, that the Sarasota/Manatee MPO could contact for additional information to support or clarify your allegation(s).

Please explain as clearly as possible how, why, when and where you believe you were discriminated against. Include as much background information as possible about the alleged acts of discrimination. Additional Pages may be attached if needed.

Complainant(s) Signature:	Date of Signature:
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Mail to: Corinne Tucker, Title VI Coordinator, Sarasota/Manatee Metropolitan Planning Organization, 8100 15th Street East, Sarasota, Florida 34243