

South East Texas Transit Title VI Plan

South East Texas Regional Planning Commission
Transportation & Environmental Resources Department

Approved by the
SETRPC Executive Committee on:
October 18, 2023

June 26, 2023



INTRODUCTION

South East Texas Transit is a demand response, curb-to-curb service operated by the South East Texas Regional Planning Commission (SETRPC) which provides public transportation to persons whose rides originate in the areas of Orange County, Hardin County and rural western Jefferson County. The service is also available in mid-Jefferson County for seniors and persons with disabilities. SETRPC employs four transit related employees and has a total of twenty-six revenue service vehicles. SETRPC contracts with three agencies, Nutrition and Services for Seniors, Orange Community Action Association, and Orange County Transportation, to provide transportation services. The purpose of this document is to ensure that transit services operated by SETRPC are in compliance with the FTA Circular 4702.1B and Title VI of the Civil Rights Act of 1964, which states:

“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 that receives Federal financial assistance.”

With specific regard to transit services, this document ensures that:

1. FTA assisted benefits and related services are made available and are equitably distributed without regard to race, color, or national origin;
2. The level and quality of FTA assisted transit services are sufficient to provide equal access and mobility for any person without regard to race, color, or national origin;
3. The opportunities to participate in the transit planning and decision-making processes are provided to persons without regard to race, color, or national origin;
4. Decisions on the location of transit services and facilities are made without regard to race, color, or national origin; and
5. Corrective and remedial action will be taken if necessary to prevent discriminatory treatment based on race, color, or national origin.

INFORMATION DISSEMINATION

All information concerning Title VI policies, including the notice to the public, will be accessible on SETRPC’s website, www.setrpc.org/south-east-texas-transit/. The notice to the public shall be posted in the reception area and public meeting rooms. Posters shall be prominently and publicly displayed in the SETRPC facilities and in the facilities of subcontracting agencies.

PUBLIC PARTICIPATION

SETRPC seeks to provide equal access to all citizens through an inclusive and robust public participation process. This process is documented in SETRPC’s Public Participation Plan (PPP), which describes the public outreach and participation techniques that the MPO utilizes to reach the community. The PPP supports SETRPC’s Title VI efforts and establishes public participation procedures to allow and encourage participation in South East Texas Transit’s service area and solicit participation from low income and minority individuals and those with limited English proficiency. Table 1 below listed the public engagement activities conducted

since last Title VI updates.

Table 1: Public Engagement Activities since 2020 Title VI updates

Year	Date	Activity	Staff Member
2020	9-Jun	Title VI Outreach Public Meeting	Transportation Program Manager
	17-Jun	Title VI Outreach Public Meeting	Transportation Program Manager
2021	3-Feb	Regional Coordination Meeting	Director
	13-Oct	Regional Coordination Meeting	Director
2022	18-Aug	Public Transportation Workshops	Director
	19-Aug	Public Transportation Workshops	Director & Transportation Program Manager
	8-Sep	Public Transportation Workshops	Director & Transportation Program Manager
2023	22-Jun	5311 Grant – Title VI Public Meeting	Director & Transportation Program Manager

Outlined below are procedures used to provide opportunities for all residents to participate in the decision-making process regarding rural transportation:

- Survey community groups serving persons with limited English proficiency
- Hold focus groups to explain and disseminate information critical to rural transportation
- Survey current riders concerning use of service
- Hold public participation meetings to obtain input concerning transit barriers, needs, strengths, and weaknesses
- Conduct presentation of services for medical, social, and professional service agencies
- Disseminate and gather information concerning rural transportation at local health fairs and outreach events
- Publish notice of public meetings in local newspapers and agency website

South East Texas Transit is represented on SETRPC’s Regional Public Transportation Coordination Steering Committee made up of local human services organizations, the three local transit systems, and other agencies. The committee meets at least twice annually. The committee members include:

- Arc of Greater Beaumont
- Area Agency on Aging
- Beaumont Municipal Transit
- Catholic Charities of South East Texas
- Citizen of Orange County

- City of Beaumont Department of Planning and Community Development
- City of Orange Department of Planning and Community Development
- City of Sour Lake
- Council of the Blind Beaumont Area
- Goodwill Industries
- Health and Human Services
- Jefferson County Commissioner
- Jefferson County Veteran Services
- Lamar University
- Legacy Community Health
- MTM, Inc.
- Nutrition and Services for Seniors
- Orange Community Action Association
- Orange County Transportation
- Port Arthur Housing Authority
- Port Arthur Transit
- RISE Center
- Salvation Army
- South East Texas Regional Planning Commission
- South East Texas Transit
- Southeast Texas Food Bank
- Spindletop Center
- Sun Travel
- Texas Department of Transportation
- Texas Workforce Commission Division of Rehabilitation Services
- Texas Workforce Solutions
- United Way of Beaumont and North Jefferson County
- United Way of Mid and South Jefferson County
- United Way of Orange County
- Workforce Solutions of Deep East Texas
- Workforce Solutions of Port Arthur
- Workforce Solutions of Southeast Texas

NOTICE OF RIGHTS UNDER TITLE VI

- SETRPC operates its programs and services without regard to race, color, or national origin in accordance with Title VI of the Civil Rights Act. Any person who believes she or he has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with SETRPC. An Individual may also submit a complaint with Texas Department of Transportation, Attn: TxDOT-PTN, 125 E. 11th Street, Austin, TX 78701-2483 or Federal Transit Administration, Region VI, 819 Taylor Street, Room 8A36, Fort Worth, TX 76102 or Federal Transit Administration Office of Civil Rights, Attention: Title VI Program Coordinator, East Building, 5th Floor-TCR, 1200 New Jersey Ave.,

- SE, Washington, DC 20590
- For more information on SETRPC's civil rights program and the procedures to file a complaint contact the Transportation Program Manager at 409-899-8444, email apapoutsis@setrpc.org, or visit our administrative office at 2210 Eastex Freeway, Beaumont, Texas 77703. For more information, visit www.setrpc.org
 - If information is needed in another language, contact 409-899-8444.
 - See Appendix for a copy of the Public Notice.

TITLE VI COMPLAINT PROCEDURES

Any person who believes she or he has been discriminated against on the basis of race, color, or national origin by South East Texas Transit may file a Title VI complaint by completing and submitting the agency's Title VI Complaint Form. Complainant may file a signed, written, complaint up to 180 days from the date of the alleged incident. SETRPC will process complaints that are complete.

Once the complaint is received, SETRPC will review it to determine if our office has jurisdiction. The complainant will receive an acknowledgement letter informing the filer whether the complaint will be investigated by our office. SETRPC will notify its Public Transportation Coordinator by email or fax of any Title VI related complaints received within 10 working days of the receipt of the complaint, including a paper or electronic copy of the complaint form.

SETRPC has 14 business days to investigate the complaint. If more information is needed to resolve the case, SETRPC may contact the complainant. The complainant has 7 business days from the date of the letter to send requested information to the investigator assigned to the case. If the investigator is not contacted by the complainant or does not receive the additional information within 10 business days, SETRPC can administratively close the case. A case can also be administratively closed if the complainant no longer wishes to pursue his/her case.

After the investigator reviews the complaint, she/he will issue one of two letters to the complainant: a closure letter or a letter of finding (LOF). A closure letter summarizes the allegations and states that there was not a Title VI violation and that the case will be closed. A LOF summarizes the allegations and the interviews regarding the alleged incident, and explains whether any disciplinary action, additional training of the staff member or other action will occur. If the complainant wishes to appeal the decision, she/he has 14 business days after the date of the letter or the LOF to do so.

Complaint procedures and a copy of the complaint form can be found on SETRPC's website, www.setrpc.org. See Appendix for the complaint form, a listing of transit related investigations, complaints, and lawsuits, and SETRPC's Civil Rights Policy Statement.

MINORITY REPRESENTATION ON ADVISORY BOARD

Title 49 CFR Section 21.5(b)(1)(vii) states that a recipient may not, on the grounds of race, color, or national origin, "deny a person the opportunity to participate as a member of a planning, advisory, or similar body which is an integral part of the program." Recipients that have transit-related, non-elected planning boards, advisory councils or committees, or similar committees, the membership of which is selected by

the recipient, must provide a table depicting the racial breakdown of the membership of those committees, and a description of efforts made to encourage the participation of minorities on such committees. The chart below shows the racial breakdown of the Regional Public Transportation Coordination Steering Committee.

Race	Number
Asian	1
Black	15
Caucasian	27
Hispanic	4

Efforts made to encourage participation include communicating to the agencies which appoint members to serve on the committee that the SETRPC encourages a broad-based representation on the committee. SETRPC's Executive Committee is a representation of elected officials from counties, cities and special purpose districts that is served.

SUB-RECIPIENT MONITORING

In accordance with 49 CFR 21.9(b) and in order to ensure that sub-recipients are complying with the Title VI regulations, SETRPC will periodically monitor sub-recipients for compliance. A list of subrecipients is as follows:

1. Nutrition and Services for Seniors
4590 Concord Road
Beaumont, Texas 77704
409-892-4455
2. Orange County Transportation
10928 FM 1442
Orange, Texas 77630
409-745-9511
3. Orange Community Action Association
105 N. 5th Street
Orange, Texas 77630
409-886-8348

SETRPC will undertake the following activities:

1. Document process for ensuring that all sub-recipients are complying with the general reporting requirements of FTA Circular 4702.1B. Documentation may include email correspondence, onsite visitations with compliance checklist, and service test calls.
2. Collect Title VI programs from sub-recipients and review programs for compliance. SETRPC will maintain copies of all sub-recipients Title VI plans as required by FTA.
3. At the request of SETRPC, sub-recipients are to verify that their level and quality of transportation services are provided on an equitable basis.

APPENDIX A

Notifying the Public of Rights Under Title VI

South East Texas Regional Planning Commission South East Texas Transit

- The South East Texas Regional Planning Commission operates its programs and services without regard to race, color, and national origin in accordance with Title VI of the Civil Rights Act. Any person who believes she or he has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with the South East Texas Regional Planning Commission.
- For more information on the South East Texas Regional Planning Commission's civil rights program and the procedures contact the Transportation Program Manager at 409-899-8444, email apapoutsis@setrpc.org, or visit our administrative office at 2210 Eastex Freeway, Beaumont, Texas 77703. For more information, visit www.setrpc.org.
- Complaints may be filed at South East Texas Regional Planning Commission, Attn: Anna Papoutsis, 2210 Eastex Freeway, Beaumont, Texas, 77703; Texas Department of Transportation, Attn: TxDOT-PTN, 125 E. 11th Street, Austin, Texas, 78701-2483; Federal Transit Administration, Region VI, 819 Taylor Street, Room 8A36, Fort Worth, Texas, 76102; or Federal Transit Administration Office of Civil Rights, Attention: Title VI Program Coordinator, East Building, 5th Floor-TCR, 1200 New Jersey Ave., SE, Washington, DC 20590.
- If information is needed in another language, contact 409-899-8444.
- Si se necesita información en otro idioma, comuníquese al 409-899-8444.

APPENDIX B**Notificación al público de los derechos del Título VI****Comisión de Planificación Regional del Sureste de Texas
Tránsito del sureste de Texas**

- La Comisión de Planificación Regional del Sureste de Texas opera sus programas y servicios sin distinción de raza, color y origen nacional de acuerdo con el Título VI de la Ley de Derechos Civiles. Cualquier persona que crea que ella o él ha sido perjudicada por alguna práctica discriminatoria ilegal bajo el Título VI puede presentar una queja ante la Comisión de Planificación Regional del Sureste de Texas.
- Para obtener más información sobre el programa de derechos civiles de la Comisión de Planificación Regional del Sureste de Texas y los procedimientos o para presentar una queja, comuníquese con el Gerente del Programa de Transporte al 409-899-8444, envíe un correo electrónico a apapoutsis@setrpc.org; o visite nuestra oficina administrativa en 2210 Eastex Freeway, Beaumont, Texas 77703. Para obtener más información, visite www.setrpc.org.
- Las quejas pueden presentarse en la Comisión de Planificación Regional del Sureste de Texas, a la atención de: Anna Papoutsis, 2210 Eastex Freeway, Beaumont, Texas, 77703; Departamento de Transporte de Texas, a la atención de: TxDOT-PTN, 125 E. 11th Street, Austin, Texas 78701-2483; Administración Federal de Tránsito, Región VI, 819 Taylor Street, Sala 8A36, Fort Worth, Texas 76102; o Administración Federal de Tránsito, Oficina de Derechos Civiles, Atención: Coordinador del Programa de Título VI, Edificio Este, 5to Piso-TCR, 1200 New Jersey Ave., SE, Washington, DC 20590.

- If information is needed in another language, contact 409-899-8444.
- Si se necesita información en otro idioma, comuníquese al 409-899-8444.

APPENDIX C

Citizens with Limited English Proficiency

South East Texas Transit

SETT offers free translation services for clients who speak languages other than English.

A Limited English Proficiency Plan was prepared to meet the responsibilities of the Southeast Texas Transit (SETT), as a recipient of financial assistance from the federal government regarding the needs of people with disabilities limited English language. The plan was developed pursuant to Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d, et seq, and its implementing regulations, which establish that no one shall be subject to discrimination based on race, color, or national origin.

Executive Order 13166, titled Improving Access to Services for People with Limited English Proficiency, indicates that the difference in treatment due to a person's inability to speak, read, write or understand English is a type of discrimination based on of national origin. Which dictates to each agency to publish guidelines for their respective recipients so that their obligation to guarantee that such discrimination does not take place is clear. This order applies to all state and local agencies that receive federal funds, including all SETT departments that receive federal grant funds.

TITLE VI COORDINATOR
Anna Papoutsis
Transportation Program Manager
2210 Eastex Freeway
409-899-8444 extension 6604

APPENDIX D**Ciudadanos con Dominio Limitado del Inglés**

*South East Texas Transit
(Tránsito del Sureste de Texas)*

SETT ofrece servicios de traducción gratuitos para los clientes que hablan otros idiomas que no es el inglés.

Un Plan del Dominio Limitado del Inglés fue preparado para cumplir con las responsabilidades del Tránsito del Sureste de Texas (SETT por sus siglas en inglés), como beneficiario de la ayuda financiera del gobierno federal en lo que respecta a las necesidades de las personas con habilidades limitadas del idioma inglés. El plan fue elaborado de conformidad con el Título VI de la Ley de Derechos Civiles de 1964, 42 U.S.C. 2000d, et seq, y sus reglamentos de aplicación, que establecen que nadie será objeto de discriminación por motivos de raza, color u origen nacional.

La Orden Ejecutiva 13166, titulada Mejorar el Acceso a Servicios para las Personas con Dominio Limitado del Inglés, indica que la diferencia de trato debido a la incapacidad de una persona para hablar, leer, escribir o entender el inglés es un tipo de discriminación por motivo de origen nacional. La cual dicta a cada agencia publicar directrices para sus respectivos destinatarios para que quede clara su obligación de garantizar que esa discriminación no tome lugar. Esta orden se aplica a todas las agencias estatales y locales que reciben fondos federales, incluyendo todos los departamentos de SETT que reciben fondos de subvención federales.

COORDINADORA DEL TÍTULO VI

Anna Papoutsis

Encargada del Programa de Transporte

2210 Eastex Freeway

409-899-8444 extensión 6604

APPENDIX E

Title VI Complaint Procedures *South East Texas Transit*

Any person who believes she or he has been discriminated against on the basis of race, color, or national origin by South East Texas Transit (SETT) may file a Title VI complaint by completing and submitting the agency's Title VI Complaint Form. SETT investigates complaints received no more than 180 days after the alleged incident. The SETT will process complaints that are complete.

In order to be processed, signed original complaint forms must be mailed to or hand delivered to:

South East Texas Regional Planning Commission
Transportation and Environmental Resources Department
Transportation Program Manager
2210 Eastex Freeway
Beaumont, Texas 77703

Upon request, reasonable accommodations will be made for persons who are unable to complete the complaint form due to disability or limited-English proficiency. A complaint may also be filed by a representative on behalf of the complainant.

Once the complaint is received, the SETT will review it to determine if our office has jurisdiction. The complainant will receive an acknowledgement letter informing her/him whether the complaint will be investigated by our office.

The SETT has 14 days to investigate the complaint. If more information is needed to resolve the case, the SETT may contact the complainant. The complainant has 7 business days from the date of the letter to send requested information to the investigator assigned to the case. If the investigator is not contacted by the complainant or does not receive the additional information within 10 business days, the SETT can administratively close the case. A case can be administratively closed also if the complainant no longer wishes to pursue their case.

After the investigator reviews the complaint, she/he will issue one of two letters to the complainant: a closure letter or a letter of finding (LOF). A closure letter summarizes the allegations and states that there was not a Title VI violation and that the case will be closed. A LOF summarizes the allegations and the interviews regarding the alleged incident, and explains whether any disciplinary action, additional training of the staff member or other action will occur. If the complainant wishes to appeal the decision, she/he

has 14 days after the date of the letter or the LOF to do so.

Completed complaint forms will be logged into a complaint tracking spreadsheet; basic data will be maintained on each complaint received, including name of complainant, basis of complaint and any actions taken.

Persons who are not satisfied with the findings of the South East Texas Regional Planning Commission may seek remedy from other applicable state or federal agencies.

Si necesita información en otro idioma, comuníquese al 409-899-8444.

APPENDIX F

Comisión de Planificación Regional del Sureste de Texas
Tránsito del sureste de Texas
Procedimientos de queja del Título VI

Cualquier persona que crea que él o ella ha sido discriminada por motivos de raza, color u origen nacional por South East Texas Transit (SETT) puede presentar una queja de Título VI completando y presentando el Formulario de queja de Título VI de la agencia. SETT investiga las quejas recibidas no más de 180 días después del presunto incidente. El SETT procesará las quejas que estén completas.

Para ser procesados, los formularios de queja originales firmados deben enviarse por correo o entregarse personalmente a:

Comisión de Planificación Regional del Sureste de Texas
Departamento de Transporte y Recursos Ambientales
Gerente de Programa de Transporte
2210 Eastex Freeway
Beaumont, Texas 77703

Previa solicitud, se harán adaptaciones razonables para las personas que no pueden completar el formulario de queja debido a discapacidad o dominio limitado del inglés. Un representante también puede presentar una queja en nombre del demandante.

Una vez que se recibe la queja, el SETT la revisará para determinar si nuestra oficina tiene jurisdicción. El demandante recibirá una carta de confirmación informándole si la queja será investigada por nuestra oficina.

Cualquier persona que crea que él o ella ha sido discriminada por motivos de raza, color u origen nacional por South East Texas Transit (SETT) puede presentar una queja de Título VI completando y presentando el Formulario de queja de Título VI de la agencia. SETT investiga las quejas recibidas no más de 180 días después del presunto incidente. El SETT procesará las quejas que estén completas. Una vez que se recibe la queja, el SETT la revisará para determinar si nuestra oficina tiene jurisdicción. El demandante recibirá una carta de confirmación informándole si la queja será investigada por nuestra oficina. El SETT tiene 14 días para investigar la queja. Si se necesita más información para resolver el caso, el SETT puede contactar al demandante. El demandante tiene 7 días hábiles a partir de la fecha de la carta para enviar la

información solicitada al investigador asignado al caso. Si el demandante no contacta al investigador o no recibe la información adicional dentro de los 10 días hábiles, el SETT puede cerrar el caso administrativamente. Un caso puede cerrarse administrativamente también si el demandante ya no desea continuar con su caso.

Después de que el investigador revisa la queja, él / ella emitirá una de dos cartas al demandante: una carta de cierre o una carta de hallazgo (LOF). Una carta de cierre resume las acusaciones y establece que no hubo una violación del Título VI y que el caso se cerrará. Un LOF resume las acusaciones y las entrevistas sobre el presunto incidente, y explica si se producirá alguna acción disciplinaria, capacitación adicional del miembro del personal u otra acción. Si el demandante desea apelar la decisión, tiene 14 días después de la fecha de la carta o el LOF para hacerlo.

Los formularios de reclamo completos se registrarán en una hoja de cálculo de seguimiento de reclamos; Se mantendrán datos básicos sobre cada queja recibida, incluido el nombre del demandante, la base de la queja y cualquier acción tomada.

Las personas que no están satisfechas con los hallazgos de la Comisión de Planificación Regional del Sureste de Texas pueden buscar remedio de otras agencias estatales o federales aplicables.

If information is needed in another language, please contact 409-899-8444.

APPENDIX G

**SOUTH EAST TEXAS REGIONAL PLANNING COMMISSION
SOUTH EAST TEXAS TRANSIT**

TITLE VI COMPLAINT FORM

Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Contact Telephone Number: (____) _____

Work Telephone Number: (____) _____

Email Address: _____

Were you discriminated against because of:

Race

National Origin

Color

Other _____

Date of Alleged Incident: _____

Explain as clearly as possible what happened and how you were discriminated against. Indicate who was involved. Be sure to include the names and contact information of any witnesses. If more space is needed, please use the back of the form.

Have you filed this complaint with any other federal, state, or local agency, or with any federal or state court? _____ Yes _____ No

If yes, check all that apply:

_____ Federal Agency _____ Federal Court _____ State Agency
_____ State Court _____ Local Agency

Please provide information about a contact person at the agency/court where the complaint was filed.

Agency Name _____
Contact Name _____
Address _____
City, State, Zip Code _____
Telephone Number _____

Please sign below. You may attach any written materials or other information that you think is relevant to your complaint. Si necesita información en otro idioma, comuníquese al 409-899-8444.

Signature _____ Date _____

This form may be mailed to:

South East Texas Regional Planning Commission
Transportation and Environmental Resources
Attention: Anna Papoutsis
2210 Eastex Freeway
Beaumont, Texas 77703

APPENDIX H

**COMISIÓN DE PLANIFICACIÓN REGIONAL DEL SURESTE DE TEXAS
TRÁNSITO DEL SURESTE DE TEXAS**

FORMULARIO DE QUEJAS CONFORME AL TÍTULO VI

Nombre: _____
Dirección: _____
Ciudad: _____ Estado: _____ Código postal: _____
Número de teléfono de contacto: (____) _____
Número de teléfono del trabajo: (____) _____

Fue víctima de discriminación por razón de:

- Raza
- Nacionalidad
- Color
- Otro _____

Fecha de la supuesta discriminación: _____

Explique lo más claramente posible qué sucedió y por qué piensa que fue víctima de discriminación. Indique todas las personas que estuvieron involucradas. Asegúrese de incluir el nombre y la información de contacto de cualquier testigo. Si necesita más espacio, por favor utilice la parte de atrás de este formulario.

¿Ha presentado esta queja ante otra agencia federal, estatal o local, o ante un tribunal federal o estatal?
Sí _____ No _____

Si la respuesta es "Sí", marque todas las opciones que corresponden:
Agencia federal _____ Tribunal federal _____ Agencia estatal _____

Tribunal estatal _____ Agencia local _____

Por favor proporcione la información acerca de una persona de contacto en la agencia o tribunal donde presentó la queja.

Nombre de la agencia _____

Nombre de contacto _____

Dirección _____

Ciudad, estado, código postal _____

Número de teléfono _____

Por favor firme abajo. Usted puede adjuntar cualquier material escrito o cualquier otra información que usted considere relevante para su queja. If information is needed in another language, please contact 409-899-8444.

Firma

Fecha

Este formulario se puede enviar a:
South East Texas Regional Planning Commission
Transportation and Environmental Resources
2210 Eastex Freeway
Beaumont, Texas 77703

APPENDIX I

**South East Texas Regional Planning Commission
Title VI – Investigations/ Lawsuits/Complaints Reporting Form**

Date (Month, Day, Year)	Number	Summary (include basis of complaint: race, color, or national origin)	Status	Action(s) Taken
Investigations				
3/31/2014	None	N/A	N/A	N/A
6/21/2017	None	N/A	N/A	N/A
7/15/2020	None	N/A	N/A	N/A
6/21/2023	None	N/A	N/A	N/A
Lawsuits				
3/31/2014	None	N/A	N/A	N/A
6/21/2017	None	N/A	N/A	N/A
7/15/2020	None	N/A	N/A	N/A
6/21/2023	None	N/A	N/A	N/A
Complaints				
3/31/2014	None	N/A	N/A	N/A
6/21/2017	None	N/A	N/A	N/A
7/15/2020	None	N/A	N/A	N/A
6/26/2023	None	N/A	N/A	N/A

UPDATED

June 20, 2016
 March 31, 2017
 June 26, 2023
 October 18, 2023



Signature

Wayne McDaniel, 1st Vice-President, South East Texas Regional Planning Commission
 County Judge, Hardin County

APPENDIX J**CIVIL RIGHTS POLICY STATEMENT****Equal Opportunity is the Law**

The South East Texas Regional Planning Commission (SETRPC) is committed to the values of equity, inclusion, and equal opportunity for employees, applicants, and those we serve. The SETRPC complies with applicable Federal civil rights law and does not discriminate by excluding or treating people differently on the basis of race, color, national origin, age, disability, religion, or sex (including pregnancy, sexual orientation, and gender identity).

The SETRPC takes reasonable steps to ensure communication and services with individuals with disabilities and those with limited English proficiency (LEP) are as effective as those provided for others. This means that, upon request and at no cost to the individual, auxiliary aids and services are provided to those that request such. Examples are qualified interpreters, written information in other formats or written information in other languages.

Any reports of discrimination should be made in writing to the SETRPC Civil Rights Officer via the following:

South East Texas Regional Planning Commission
Attn: Civil Rights Officer
2210 Eastex Freeway
Beaumont, Texas 77703

-or-

setrpc@setrpc.org