



# Title VI Implementation Plan

September 2025

## INTRODUCTION

The City of Goshen is committed to proactively meeting and exceeding the minimum compliance requirements established under Title VI of the Civil Rights Act of 1964, 49 CFR § 26, and all related anti-discrimination statutes and regulations. This **Title VI Implementation Plan** reflects our ongoing effort to ensure fairness, equity, and transparency in all programs and services.

Through this plan, the City of Goshen provides clear guidance for both internal staff and external partners regarding its Title VI program and nondiscrimination commitments.

### **City of Goshen Title VI Nondiscrimination Notice & Policy**

The City of Goshen values and respects the civil rights of all individuals. We are committed to providing equitable opportunities and services to every resident of our community.

As a recipient of federal funds, the City of Goshen complies with **Title VI** and all related statutes, regulations, and directives. This means that no person will be excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any program or activity receiving federal financial assistance on the basis of:

- Race
- Color
- Age
- Sex
- Sexual orientation
- Gender identity
- Disability
- National origin
- Religion
- Income status
- Limited English proficiency

Furthermore, the City of Goshen assures that nondiscrimination is upheld in all programs and activities, regardless of whether those programs receive federal funding.

### **Compliance with Federal Civil Rights Laws**

It is the policy of the City of Goshen to fully comply with the following civil rights laws and directives, among others:

- Title VI and Title VII of the Civil Rights Act of 1964
- Age Discrimination Act of 1975
- Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970
- Federal Aid Highway Act of 1973
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- Civil Rights Restoration Act of 1987
- Americans with Disabilities Act of 1990
- Title VIII of the Civil Rights Act of 1968 (Fair Housing Act)
- Executive Order 12898 (Environmental Justice in Minority and Low-Income Populations)
- Executive Order 13166 (Improving Access to Services for Persons with Limited English Proficiency)

The Civil Rights Restoration Act of 1987 expanded the scope of Title VI coverage, making it clear that the nondiscrimination requirements apply to *all programs and activities* of federal-aid recipients, subrecipients, and contractors—whether those individual programs are federally funded.

### **Commitment to Accessibility and Inclusion**

In compliance with Section 504 of the Rehabilitation Act of 1973, the City of Goshen assures that no qualified person with a disability will, solely because of their disability, be excluded from participation in, denied the benefits of, or otherwise subjected to discrimination—including employment discrimination—under any program or activity receiving federal financial assistance.

The City also pledges to:

- Prevent discrimination in the impacts of programs, policies, and activities on minority and low-income populations.
- Take reasonable steps to ensure meaningful access to services for individuals with limited English proficiency (LEP).
- Regularly review, update, and incorporate nondiscrimination requirements into relevant manuals, directives, and regulations.

When distributing federal-aid funds to subrecipients, the City of Goshen includes Title VI language in all agreements to ensure compliance at every level.

### **Title VI and ADA Coordinator**

The City of Goshen has designated the following individual to oversee Title VI compliance:

Rita Huffman  
Title VI / ADA Coordinator  
204 E Jefferson St, Suite 3  
Goshen, Indiana 46528  
humanresources@goshencity.com

Ms. Huffman is responsible for monitoring Title VI activities, preparing required reports, and ensuring compliance with federal nondiscrimination requirements. She also serves as the primary point of contact for individuals seeking additional information about the City's Title VI program or wishing to raise concerns or file complaints.

She is supported in these efforts by the Taskforce for Community Accessibility (TAC), which includes key staff from Engineering, Buildings & Grounds, the Mayor's Office and the Legal Department. The TAC works collaboratively to address compliance matters and ensure that accessibility issues are properly identified and resolved.

In addition, the City's Community Relations Commission provides another avenue to support equity, address concerns, and assist with Title VI compliance when needed.

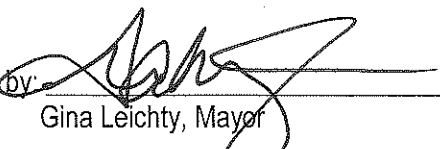
### **Annual Affirmation**

The City of Goshen affirms its commitment to nondiscrimination each year through the publication of its Annual Title VI Implementation Plan and Assurances of Nondiscrimination. These documents serve as a public declaration of our ongoing responsibility to uphold civil rights protections and equitable treatment for all.

## TITLE VI ASSURANCES & IMPLEMENTATION

Fully executed Goshen Assurances are included in Appendix A and integrated into this document. This Title VI Implementation Plan, dated September 25, 2025, has been approved by the Goshen Board of Public Works & Safety, is being implemented, and is being adhered to by the City of Goshen. This plan will be renewed and updated on or before September 1, 2026.

Signed by:

  
Gina Leichthy, Mayor

Date:

9/25/25

The individual above is a duly authorized representative of the City of Goshen.

## Organizational Structure and Responsibilities

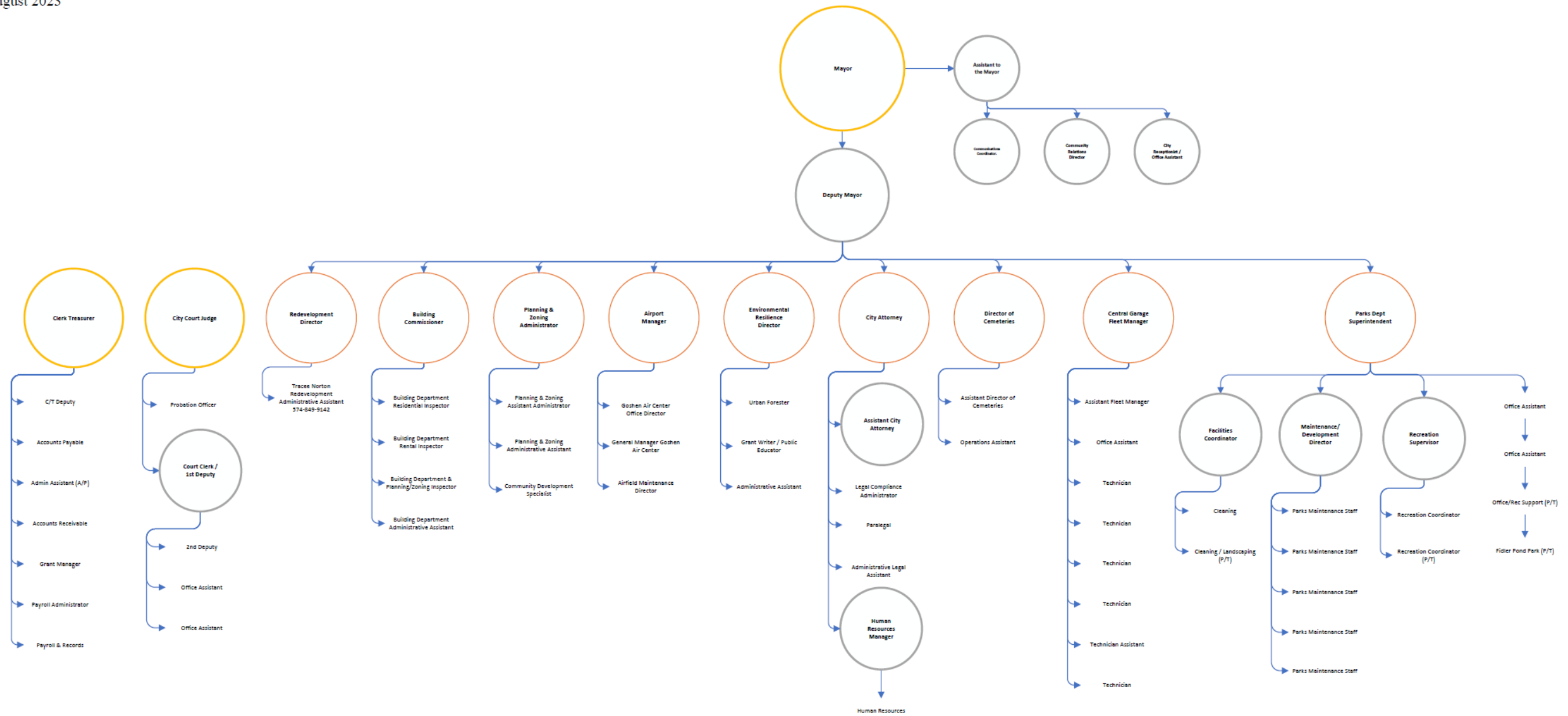
The organizational chart included on the following page of this plan illustrates the placement of the Title VI/ADA Coordinator within the City of Goshen's administrative structure. The purpose of this chart is to clearly identify lines of authority, responsibility, and communication for implementing and monitoring Title VI compliance.

The chart demonstrates how Title VI responsibilities are integrated throughout City departments and shows the reporting relationship between the Title VI/ADA Coordinator, department heads, and executive leadership. This structure ensures accountability, supports coordination across departments, and provides transparency for the public, state, and federal oversight agencies.

While specific employees may change, the organizational structure remains consistent.

## GOSHEN ORGANIZATION AND STAFFING

**Civil City**  
**Organizational Chart**  
August 2023



# City of Goshen – Title VI Program Overview

## Data Collection, Analysis, and Reporting

The City of Goshen collects and analyzes data to ensure compliance with Title VI and to monitor for any potential inequities. The type of data collected depends on the program area and its objectives. In some cases, information is collected on a trial basis to determine what data will be most useful in the long term.

Currently, the City collects the following types of data:

- Complaints received, logged, processed, and investigated
- Environmental Justice (EJ) analyses and reports
- Limited English Proficiency (LEP) reports
- Records of Title VI trainings
- Public involvement surveys
- Meeting minutes and discussions related to Title VI across all program areas
- Program-specific data reviewed annually to assess potential disparate impacts or discriminatory outcomes

## Complaints of Discrimination

### How to File a Complaint

Individuals may submit complaints in several ways; however, to officially begin the process, a signed original copy must be mailed to the Title VI Coordinator. Persons with disabilities may request to file complaints in an alternative format. The City does not require the use of its official complaint form, although one is available.

### Direct all Title VI-related complaints to:

Rita Huffman  
Title VI Coordinator  
204 E Jefferson St, Suite 3  
Goshen, IN 46528  
[humanresources@goshencity.com](mailto:humanresources@goshencity.com)

## Elements of a Complete Complaint

A complete complaint must:

1. Be written and signed. (Verbal complaints will be documented in writing and confirmed by the complainant's signature.)
2. Include the full name and address of the complainant.
3. Identify the respondent (the individual, agency, department, or program alleged to have discriminated).
4. Describe the alleged act(s) of discrimination, including dates and the basis (race, color, national origin, sex, age, or disability).

Complaint forms are available through the Title VI Coordinator's office and on the City's website at [www.goshenindiana.org](http://www.goshenindiana.org).

## Complaint Processing Procedure

The Title VI Coordinator is responsible for receiving and processing complaints. The process includes:

- **Initial Review:** Ensuring the complaint is complete, filed within 180 days of the alleged act, and falls under the City's jurisdiction.
- **Investigation:** Conducted by the Coordinator and TAC, unless the complaint is against the City itself. In that case, the Mayor's Office or a designee will investigate, with the City Attorney also notified.
- **Notifications:** The complainant and respondent will be notified in writing by certified mail. Notices will identify the assigned investigator.
- **Interviews:** The respondent may be asked to participate in an interview as part of the investigation.
- **Review:** Legal counsel may provide recommendations, which will be considered by the Coordinator, the Board of Public Works, and the Mayor's Office.
- **Resolution:** Once findings are complete, the City will issue a final resolution and notify all parties.
- **Appeals:** If dissatisfied, the complainant may appeal the City's decision within 180 days. Appeals are only considered if new, previously unavailable facts are presented.

This process follows the U.S. Department of Justice guidance outlined in *Investigation Procedures Manual for the Investigation and Resolution of Complaints Alleging Violations of Title VI and Other Nondiscrimination Statutes*, available at: [DOJ Title VI Manual](#).

## Environmental Justice (EJ) Analysis and Reports

Title VI requires federal agencies and recipients of federal funds to ensure programs and activities do not discriminate based on race, color, or national origin, particularly regarding health and environmental impacts.

The three guiding principles of Environmental Justice are:

1. Avoid, minimize, or mitigate disproportionately high and adverse health or environmental effects on minority and low-income populations.
2. Ensure full and fair participation by all potentially affected communities in decision-making.
3. Prevent the denial, reduction, or delay of benefits to minority and low-income populations.

The City of Goshen is committed to applying these principles in all of its programs and projects.

## Limited English Proficiency (LEP) Policy

Executive Order 13166, *Improving Access to Services for Persons with Limited English Proficiency*, requires recipients of federal funds to ensure meaningful access for individuals with limited English skills. The City of Goshen follows the U.S. Department of Transportation's four-factor analysis to assess LEP needs:

1. **Population:** The number and proportion of LEP individuals in the service area.
2. **Frequency:** How often LEP individuals interact with City programs or services.



3. **Importance:** The significance of the program or service to LEP populations.
4. **Resources:** The resources available to the City relative to costs.

## Findings

- Approximately 8,000 Goshen residents (age 5+) speak a language other than English. Spanish is the largest LEP group (20.9% of the population).
- Contact with LEP individuals has been limited, and no interpreter requests have been made to date.
- Transportation services are particularly critical for many LEP residents, enabling access to healthcare, food, and community resources.
- The City partners with community organizations for interpretation/translation services and provides many brochures and program materials in Spanish.

## Safe Harbor Provision

The City translates vital documents into any language where at least 5% of the county population both (1) does not speak English well and (2) primarily speaks another language.

## LEP Accommodation Plan

- Translation of vital documents and interpretation services will be provided as needed.
- Staff have access to the U.S. Census “I Speak” documents to help identify language needs.
- Public involvement surveys collect demographic information to monitor changes in LEP populations. Surveys are retained for three years.
- Employees receive training on meaningful access requirements, with updates provided as needed.

## Title VI Training and Employee Responsibilities

- **At Hire:** All new employees receive Title VI policy education and materials during orientation and sign an acknowledgment of receipt.
- **Ongoing Training:** Employees receive annual training and periodic updates as needed. Training may be delivered in person or through other approved methods. Moving into 2026, the City is evaluating different training options to better train for Title VI and ADA compliance and details on the training will be provided in the 2026 report.

Employees are expected to:

- Uphold Title VI policy and remove barriers to public access.
- Take prompt action to avoid or minimize potential discrimination.
- Report any Title VI concerns or complaints in writing to the Coordinator.

## Public Involvement and Data Collection

The City collects demographic data to monitor nondiscrimination efforts, including voluntary public involvement surveys at hearings and meetings. Surveys are anonymous and ask about gender, ethnicity, race, age, income, and disability status. The City will be making announcements at meetings to explain the survey's purpose and encourage more participation moving forward. In addition, we are evaluating the use of online surveys to broaden our reach.

The Title VI Coordinator maintains survey data and other records (e.g., complaints, language service requests, federally funded projects, and compliance reviews) for at least three years.

To date, there have been no complaints made since 2017 when we began tracking.

## Community Involvement and Outreach

The City of Goshen is committed to respectful and inclusive community engagement. Public meetings and activities are open to all residents, accessible to individuals with disabilities, and translators or auxiliary aids are available upon request (requests must be made at least 48 hours in advance).

Meeting agendas, minutes, notices, and events are published on the City's website. Departments are also using signage, media, and social media to engage the community.

## Review of Program Areas and Annual Work Plan

Over the next year, the City of Goshen will be working diligently to more fully evaluate services, ensuring that we're able to develop meaningful annual goals to ensure Title VI compliance across all departments. Program areas and policies will be reviewed for potential disparate impacts or discriminatory outcomes. These priorities will be updated annually and tracked for accountability.

## APPENDICES

The following appendices provide supporting documentation for the City of Goshen's Title VI Implementation Plan. These materials are included to ensure transparency, demonstrate compliance with federal and state nondiscrimination requirements, and provide resources for both City staff and the public.

Some appendices are required under Title VI regulations, while others are included to highlight best practices and strengthen the City's commitment to equity, accessibility, and nondiscrimination. Together, they serve as a record of the City's efforts to uphold the principles of Title VI and related civil rights laws.

Appendix A – Title VI Assurances

Appendix B – Non-Discrimination Policy

Appendix C – Non-Discrimination Public Notice

Appendix D – Non-Discrimination Grievance Procedure

Appendix E – Grievance Form

Appendix F – Grievance Log

Appendix G - Public Involvement Survey

Appendix F – 'I Speak' Cards

Appendix G – Training Materials & Records of Training Attendance

Appendix H – Reports & Outcomes of Data Collected

Appendix I – Annual Goals & Accomplishments

APPENDIX A  
Title VI Assurances

## **RESOLUTION 2017-12**

### **TITLE VI ASSURANCES CITY OF GOSHEN, INDIANA**

**NOW, THEREFORE, BE IT RESOLVED** by the Goshen Board of Public Works and Safety that:

The City of Goshen (hereinafter referred to as the "Recipient") AGREES THAT it will comply with the Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d to 2000d-4 (hereinafter referred to as the Act), and all the requirements imposed by or pursuant to Title 49, Code of Federal Regulations (CFR), Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-Assisted programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes-Implementation and Review Procedures (hereinafter referred to as Regulations) and other pertinent nondiscrimination authorities and directives, to the end that in accordance with the Act, Regulations, and other pertinent nondiscrimination authorities and directives, no person in the United States shall, on the grounds of race, color, or national origin, sex (23 US 324), age (42 USC 6101), disability/handicap (29 USC 790) and low income (Executive Order 12898) be excluded from participation in, be denied the benefits of, or otherwise subjected to discrimination under any program or activity for which the Recipient receives Federal financial assistance from the Department of Transportation, including the Federal Highway Administration, and HEREBY GIVES ASSURANCE THAT it will promptly take any measures necessary to effectuate this agreement.

More specifically and without limiting the above general assurance, the Recipient hereby gives the following specific assurances with respect to its Federal Aid Highway Program.

1. That the Recipient agrees that each "program" and each "facility" as defined in 49 CFR subsections 21.23(e) and (b) and 23 CFR 200.5(k) and (g) of the Regulations, will be (with regard to a "program") conducted, or will be (with regard to a "facility") operated in compliance with all the requirements imposed by, or pursuant to, the Regulations.
2. That the Recipient shall insert the following notification in all the solicitations for bids for work or material subject to the Regulations and made in connection with all Federal-Aid Highway Programs and, in adapted form in all proposals for negotiated agreements:

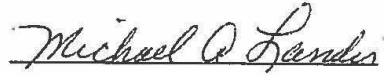
The Recipient in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally assisted programs of the Department of Transportation and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes, issued pursuant to such Acts, hereby notifies all bidders that it will affirmatively ensure that in any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap, religion and/or low income in consideration for an award.

3. That the Recipient shall insert the clauses of Appendix A of this assurance in every contract subject to the Acts and the Regulations.
4. That the Recipient shall insert the clauses of Appendix B of this assurance, 'as a covenant running with the land', in any deed from the United States effecting transfer of real property, structures, or improvements thereon, or interest therein.
5. That where the Recipient receives Federal financial assistance to construct a facility, or a part of a facility, the assurance shall 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 shall extend to rights to space on, over or under such property.
7. That the Recipient shall include the appropriate clauses set forth in Appendix C of this assurance, as a covenant running with the land, in any future deeds, leases, permits, licenses, and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under the Federal-Aid Highway Program; and (b) for the construction or use of an access to space on, over, or under real property acquired, or improved under the Federal-Aid Highway 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 shall provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he delegates specific authority to give reasonable guarantee that it, other recipients, subgrantees, contractors, subcontractors, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Act, 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 Act, the Regulations, and this assurance.

Passed and adopted by the Board of Public Works and Safety on April 17, 2017.



Jeremy P. Stutsman, Mayor



Michael A. Landis



Mitch Day

## APPENDIX A

The City of Goshen will require the contractor, for itself, its assignees and successors in interest (hereinafter referred to as the "contractor") to agree as follows:

- (1) **Compliance with Regulations:** The contractor shall comply with the Regulation relative to nondiscrimination in Federally-assisted programs of the Department of Transportation (hereinafter, "DOT") Title 49, Code of Federal Regulations, Part 21, and the Federal Highway Administration (hereinafter "FHWA") Title 23, Code of Federal Regulations, Part 200 as they may be amended from time to time, (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this contract.
- (2) **Nondiscrimination:** The Contractor, with regard to the work performed by it during the contract, shall not discriminate on the grounds of race, color, or national origin, sex, age, and disability/handicap and low income in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor shall not participate either directly or indirectly in the discrimination prohibited by 49 CFR, section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.
- (3) **Solicitations for Subcontractors, 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 shall be notified by the contractor of the contractor's obligations under this contract and the Regulations relative to nondiscrimination on the grounds of race, color, or national origin, sex, age, and disability/handicap and low income.
- (4) **Information and Reports:** The contractor shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Indiana Department of Transportation (INDOT) or the FHWA to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish this information the contractor shall so certify to INDOT or the FHWA as appropriate, and shall set forth what efforts it has made to obtain the information.
- (5) **Sanctions for Noncompliance:** In the event of the contractor's noncompliance with the nondiscrimination provisions of this contract, INDOT shall impose such contract sanctions as it or FHWA may determine to be appropriate, including, but not limited to:
  - (a) withholding of payments to the contractor under the contract until the contractor complies, and/or
  - (b) cancellation, termination, or suspension of the contract, in whole or in part.
- (6) **Incorporation of Provisions:** The contractor shall include the provisions of paragraphs (1) through (6) in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.



The contractor shall take such action with respect to any subcontract or procurement as INDOT or the FHWA may direct as a means of enforcing such provisions including sanctions for non-compliance: Provided, however, that, in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or supplier as a result of such direction, the contractor may request Indiana Department of Transportation to enter into such litigation to protect the interests of the Indiana Department of Transportation and, in addition, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

## **APPENDIX B**

- A. The following clauses shall be included in any and all deeds effecting or recording the transfer of real property, structures or improvements thereon, or interest therein from the United States.

### **(GRANTING CLAUSE)**

NOW, THEREFORE, the City of Goshen as authorized by law, and upon the condition that the City of Goshen will accept title to the lands and maintain the project constructed thereon, in accordance with Title 23, United States Code of Federal Regulations, the Regulations for the Administration of Federal-Aid Highway Programs and the policies and procedures prescribed by FHWA, also in accordance with and in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes (hereinafter referred to as the Regulations) 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 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 the City of Goshen 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 shall be binding on the City of Goshen its successors and assigns.

The City of Goshen, 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 shall on the grounds of religion, race, color, or national origin, sex, sexual orientation, gender identity, age, and disability/handicap, and low income be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over or under such lands hereby conveyed [,] [and]\* (2) that the City of Goshen shall use the lands and interests in lands and interests in the lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended [,] and (3) that in the event of breach of any of the above-mentioned nondiscrimination conditions, the City of Goshen shall have a right to re-enter said lands and facilities on said land, and the above described land and facilities shall thereon revert to and vest in and become the absolute property of the City and its assigns as such interest existed prior to this instruction.<sup>1</sup>

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<sup>1</sup> Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

## APPENDIX C

The following clauses shall be included in all deeds, licenses, leases, permits, or similar instruments entered into by the City of Goshen pursuant to the provisions of Assurance 7(a) as applicable.

The (grantee, licensee, lessee, permittee, etc., as appropriate) for himself, his 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 in the event facilities are constructed, maintained, or otherwise operated on the said property described in this (deed, license, lease, permit, etc.) for a purpose for which a Department of Transportation program or activity is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) shall maintain and operate such facilities and services in compliance with all other requirements imposed pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes—Implementation and Review Procedures, and as said Regulations may be amended.

[Include in licenses, leases, permits, etc.]<sup>2</sup>

That in the event of breach of any of the above nondiscrimination covenants, INDOT shall have the right to terminate the [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon, and hold the same as if said [license, lease, permit, etc.] had never been made or issued.

[Include in deed]<sup>2</sup>

That in the event of breach of any of the above nondiscrimination covenants, Indiana Department of Transportation shall have the right to re-enter said lands and facilities thereon, and the above described lands and facilities shall thereupon revert to and vest in and become the absolute property of INDOT and its assigns.

The following shall be included in all deeds, licenses, leases, permits, or similar agreements entered into by INDOT pursuant to the provisions of Assurance 7(b).

The (grantee, licensee, lessee, permittee, etc., as appropriate) for himself, his 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 grounds of race, color, or national origin, sex, age, disability/handicap, and low income shall 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, sex, age, disability/handicap and low income, shall be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) shall use the premises in compliance with all other requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of

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<sup>2</sup> Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes—Implementation and Review Procedures, and as said Regulations may be amended.

[Include in licenses, leases, permits, etc.]

That in the event of a breach of any of the above nondiscrimination covenants, INDOT shall have the right to terminate the [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon, and hold the same as if said [license, lease, permit, etc.] had never been made or issued.

[Include in deeds]<sup>3</sup>

That in the event of breach of any of the above nondiscrimination covenants, the City shall have the right to re-enter said land and facilities thereon, and the above described lands and facilities shall thereupon revert to and vest in and become the absolute property of the City and its assigns.

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<sup>3</sup> Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

APPENDIX B  
Non-Discrimination Policy

## **NON-DISCRIMINATION**

**Adopted By:** Board of Public Works and Safety

**Date Adopted:** April 22, 1996 (Non-Discrimination in Employment); January 27, 1992 (ADA Coordinator)

**Revised:** April 17, 2017; January 24, 2022; February 14, 2022

**Employees Affected:** All Departments, Offices, and Employees

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### **Section 1.** Background

- A. Title VI of the Civil Rights Act of 1964 (42 U.S.C. §2000d) provides that no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program or activity receiving Federal financial assistance.
- B. Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. §794) provides that no otherwise qualified individual with a disability in the United States shall, solely by reason of her or his disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.
- C. Section 162(a) of the Federal-Aid Highway Act of 1973 (23 U.S.C. §324) provides that no person shall on the ground of sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance under this title [Title 23, United States Code] or carried on under this title [Title 23, United States Code].
- D. The Age Discrimination Act of 1975 (42 U.S.C. §6102) provides that no person in the United States shall, on the basis of age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under, any program or activity receiving Federal financial assistance.
- E. The Civil Rights Restoration Act of 1987 (PL 100-259) amended Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination Act of 1975 to clarify that a recipient of Federal financial assistance must comply with the civil rights laws in all operations of the recipient and not just the program or activity receiving the Federal funding.
- F. Title II of the Americans with Disabilities Act of 1990 (42 U.S.C. §12132) provides that no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of services, programs, or activities of a public entity, or be subjected to discrimination by any such entity.
- G. Presidential Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, requires Federal agencies to

administer and implement its programs, policies, and activities that affect human health or the environment so as to identify and avoid "disproportionately high and adverse" effects on minority and low-income populations.

- H. Presidential Executive Order 13166, Improving Access to Services for Persons With Limited English Proficiency, requires recipients of Federal financial assistance to provide meaningful access to programs and activities for persons who, as a result of national origin, are limited in their English proficiency.

**Section 2.**      **Discrimination Prohibited.**

- A. The City of Goshen is an equal opportunity employer and shall comply with and uphold all federal laws and administrative guidelines prohibiting discrimination on the basis of race, color, religion, sex, gender identity, age, gender, disability, ancestry, genetic information, or national origin. It is the policy of the City of Goshen that no employee or applicant for employment shall be discriminated against, excluded from participating in, denied the benefits of, or otherwise subjected to discrimination in any program, activity or other privilege of employment based on the above causes of prejudice.
- B. It shall be the policy of the City of Goshen, Indiana that no person shall, on the grounds of race, color, national origin, sex, age, income status, or limited English proficiency be excluded from participation in, be denied the benefits of, or be subject to discrimination under any of the City of Goshen's services, programs, or activities.
- C. It shall be the policy of the City of Goshen, Indiana that will not discriminate against a qualified individual with a disability in job application procedures; the hiring, advancement or discharge of employees; employee compensation; job training; and other terms, conditions, and privileges of employment. Further, no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of the City of Goshen, or be subjected to discrimination by the City.

**Section 3.**      **Notices.**

- A. Notice of Nondiscrimination. The City of Goshen Notice of Nondiscrimination attached to this policy is the City of Goshen's notice to inform applicants, participants, beneficiaries, and other interested persons of the protections against discrimination assured by this policy in the services, programs, and activities of the City.
- B. Notice under the Americans with Disabilities Act. The City of Goshen Notice under the Americans with Disabilities Act attached to this policy is the City of Goshen's notice to inform applicants, participants, beneficiaries, and other interested persons of the protections against discrimination assured by the Title II of the Americans with Disabilities Act and this policy in the services, programs, or activities of the City.
- C. The Notice of Nondiscrimination and Notice under the Americans with Disabilities Act shall be provided to the public by posting at all City of Goshen facilities open to the public, distributing to all City of Goshen departments and offices, publishing on the City

of Goshen's website, and presenting in other accessible formats as may be determined from time to time.

**Section 4.**                      **Title VI Coordinator and ADA Coordinator.**

The City of Goshen Human Resources Manager is designated as the Title VI Coordinator and ADA Coordinator. The Title VI Coordinator and ADA Coordinator is responsible for coordinating the efforts of the City of Goshen to comply with the Nondiscrimination Statutes/Rules/Regulations/Policies and to assist in processing any complaint communicated to the City alleging discrimination. The Title VI Coordinator and ADA Coordinator may be contacted at:

City of Goshen Human Resources Department  
Attention: Title VI Coordinator and ADA Coordinator  
204 East Jefferson Street, Suite 3  
Goshen, Indiana 46528  
Phone: (574) 534-8475  
TDD: (574) 534-3185  
Fax: (574) 534-2410  
Email: [humanresources@goshencity.com](mailto:humanresources@goshencity.com)

**Section 5.**                      **Grievance Procedure.**

- A. The City of Goshen Grievance Procedure under the Americans with Disabilities Act and Nondiscrimination Policy attached to this policy is the City of Goshen's process for a person to file a complaint of alleged discrimination.
- B. This grievance procedure shall be provided to the public by posting at all City of Goshen facilities open to the public, distributing to all City of Goshen departments and offices, publishing on the City of Goshen's website, and presenting in other accessible formats as may be determined from time to time.
- C. The Title VI Coordinator and ADA Coordinator shall maintain documentation of all complaints received alleging discrimination, resolutions provided, hearings requested, and other pertinent information for at least three (3) years.

**Section 6.**                      **Title VI Program/Nondiscrimination Implementation Plan**

The Goshen Board of Public Works and Safety shall adopt and annually update a Title VI Program/ Nondiscrimination Implementation Plan to ensure continuous compliance with Nondiscrimination Statutes/Rules/Regulations and the City's Nondiscrimination Policy. The Title VI Program/Nondiscrimination Implementation Plan shall include, but is not limited to:

- A. This policy, including the current notices, Title VI Coordinator and ADA Coordinator information, and grievance procedures.
- B. Monitoring of program participants and beneficiary demographics and activities promoting compliance with the Title VI Program.
- C. Process and procedures for handling complaints alleging discrimination.
- D. Title VI training of staff.



- E. Title VI Assurances document.
- F. Annual work plan of Title VI activities and actions.
- G. Annual accomplishment report highlighting efforts to ensure nondiscrimination practices in all City of Goshen activities.

**Section 7.**      **Miscellaneous**

- A. The notices and grievance procedure under this policy shall be updated as needed with the name of the current individual employed as the Human Resources Manager and designated as the Title VI Coordinator and ADA Coordinator without amending this resolution.
- B. Resolution 2011-Q, A Resolution of the City of Goshen Board of Public Works and Safety Adopting the Americans with Disabilities Act (ADA) Accessibility Guidelines for Standards for Accessible Design and Guidelines for Pedestrian Facilities in the Public Right-of-Way, adopted December 12, 2011 continues in full force and effect.
- C. Resolution 2012-J, Adopting the Americans with Disabilities Act Transition Plan for Pedestrian Facilities in the Public Right-of-Way, adopted July 9, 2012, continues in full force and effect.

APPENDIX C  
Non-Discrimination Public Notice



## CITY OF GOSHEN NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT ("ADA")

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the City of Goshen, Indiana will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment:** The City of Goshen does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the US Equal Employment Opportunity Commission under Title I of the ADA.

**Effective Communication:** The City of Goshen will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the its programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

**Modifications to Policies and Procedures:** The City of Goshen will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in the City's offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of the City of Goshen should contact the ADA Coordinator, using the contact information below, as soon as possible but no later than forty-eight (48) business hours before the scheduled event. The City of Goshen will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs. The ADA does not require the City of Goshen to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of the City of Goshen is not accessible to persons with disabilities should be directed to the ADA Coordinator by contacting:

City of Goshen Human Resources Department  
Attention: Rita Huffman, ADA Coordinator  
204 East Jefferson Street, Suite 3  
Goshen, Indiana 46528  
Phone: (574) 534-8475  
TDD: (574) 534-3185  
Fax: (574) 534-2410  
Email: [humanresources@goshencity.com](mailto:humanresources@goshencity.com)



**CITY OF GOSHEN**  
**NOTICE OF NONDISCRIMINATION**

In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Section 162(a) of the Federal-Aid Highway Act of 1973, the Age Discrimination Act of 1975, the Civil Rights Restoration Act of 1987, other federal nondiscrimination statutes and executive orders, and the City of Goshen Nondiscrimination Policy, the City of Goshen, Indiana will not exclude a person from participating in, deny a person the benefits of, or discriminate against any person on the basis of race, color, national origin, sex, age, disability/handicap, income status, or limited English proficiency in the City's services, programs, or activities.

**Grievance Procedure:** Complaints that a person has been excluded from participation in, denied the benefits of, or subjected to discrimination on the grounds of race, color, national origin, sex, age, disability/handicap, income status, or limited English proficiency under any of the City of Goshen's services, programs, or activities should be directed to the Title VI Coordinator by contacting:

City of Goshen Human Resources Department  
Attention: Rita Huffman, Title VI Coordinator  
204 East Jefferson Street, Suite 3  
Goshen, Indiana 46528  
Phone: (574) 534-8475  
TDD: (574) 534-3185  
Fax: (574) 534-2410  
Email: [humanresources@goshencity.com](mailto:humanresources@goshencity.com)

APPENDIX D  
Non-Discrimination Grievance Procedure



**CITY OF GOSHEN GRIEVANCE PROCEDURE UNDER  
THE AMERICANS WITH DISABILITIES ACT  
AND  
NONDISCRIMINATION POLICY**

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act of 1990 ("ADA") and the City of Goshen's Nondiscrimination Policy. It may be used by anyone who wishes to file a complaint alleging:

- (1) Discrimination on the basis of disability in the provision of services, activities, programs, or benefits by the City of Goshen; or
- (2) Exclusion from participation in, denial of the benefits of, or discrimination under any of the City of Goshen's services, programs, or activities on the basis of race, color, national origin, sex, age, disability/handicap, income status, or limited English proficiency.

The City of Goshen's Discrimination and Harassment Policy, as may be amended from time to time, governs job-related complaints of discrimination in employment with the City of Goshen.

The complaint should be in writing and contain information about the alleged discrimination, including:

- (1) Name, address and phone number of the person alleging the discrimination.
- (2) Name, address and phone number of person filing the complaint if different from the person alleging the discrimination.
- (3) Description of the alleged discrimination, including date and location, and the remedy sought.

Anyone wishing to file a complaint may use the Grievance Form included with this Grievance Procedure. The Grievance Form is also available on the City of Goshen's website at [www.goshenindiana.org](http://www.goshenindiana.org). Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint will be made available for a person with a disability upon request.

The complaint should be submitted by the grievant and/or his/her designee as soon as possible but no later than sixty (60) calendar days after the alleged violation to:

City of Goshen Human Resources Department  
Attention: Rita Huffman, Title VI Coordinator and ADA Coordinator  
204 East Jefferson Street, Suite 3  
Goshen, Indiana 46528  
Fax: (574) 534-2410  
Email: [humanresources@goshencity.com](mailto:humanresources@goshencity.com)

The Title VI Coordinator and ADA Coordinator will acknowledge the receipt of the complaint within ten (10) working days.

The Title VI Coordinator and ADA Coordinator will forward the complaint to the City of Goshen's Legal Department which will conduct the investigation necessary to determine the validity of the alleged discrimination. The Legal Department may contact the grievant to discuss the matter as part of the investigation. The Legal Department will submit written findings and a proposed resolution within forty-five (45) calendar days of receiving the complaint from the Title VI Coordinator and ADA Coordinator. If a resolution of the complaint is reached during this investigation, the resolution will be documented in Title VI Coordinator and ADA Coordinator's file.

If the grievant is not satisfied with the Legal Department's determination, the grievant may request a hearing before the Goshen Board of Public Works and Safety. The hearing will be scheduled within thirty (30) days of the request unless the grievant and City agree on a different date. The request for a hearing before the Board of Public Works and Safety must be requested with fifteen (15) days of receiving the Legal Department's written findings and proposed resolution. At the hearing the grievant may appear with or without legal counsel. The grievant will be given the opportunity to present evidence, and/or witnesses and will be given the opportunity to question any witnesses that the City presents to the Board of Public Works and Safety.

The resolution of any specific complaint will require consideration of the specific nature of the alleged discrimination, the nature of the access to services, programs, activities, or facilities at issue, the essential eligibility requirements for participation, the health and safety of others, and the degree to which an accommodation would constitute a fundamental alteration to the program, service, activity, or facility or cause undue hardship to City. Accordingly, the resolution of any complaint does not create a precedent for any future complaint.

At any time during the process, a grievant may file a complaint directly with the US Department of Justice, Indiana Civil Rights Commission, or other appropriate state or federal agency. All written complaints received by the Title VI Coordinator and ADA Coordinator or his/her designee, appeals to the Goshen Board of Public Works and Safety or the Board's designee, and responses from these two offices will be retained by the City of Goshen for at least three (3) years.

APPENDIX E  
Grievance Form





## CITY OF GOSHEN GRIEVANCE FORM

Date: \_\_\_\_\_

Name of Person Alleging Discrimination: \_\_\_\_\_

Address: \_\_\_\_\_

City \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Email: \_\_\_\_\_

Name of Person Filing Complaint (if different than above) \_\_\_\_\_

Address: \_\_\_\_\_

City \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Email: \_\_\_\_\_

Description of the alleged discrimination, including date and location: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Remedy sought: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Return to: City of Goshen Human Resources Department  
Attention: Rita Huffman, Title VI Coordinator and ADA Coordinator  
204 East Jefferson Street, Suite 3  
Goshen, Indiana 46528  
Fax: (574) 534-2410  
Email: [humanresources@goshencity.com](mailto:humanresources@goshencity.com)

APPENDIX F  
Grievance Log

## TITLE II / TITLE VI GRIEVANCE LOG

[illegible]

APPENDIX E  
Public Involvement Survey



## Title VI Community Involvement Survey

The City of Goshen is committed to ensuring that all community members have the opportunity to participate in planning, programs, and services, regardless of race, color, national origin, sex, age, disability, or income status. Your feedback will help us improve outreach and ensure inclusive public participation.

*Participation in this survey is voluntary.*

*The information you provide is confidential and will only be reported in summary form.*

1. How did you hear about this meeting/event/project?

- ☐ City of Goshen website
- ☐ Social media (Facebook, Instagram, etc.)
- ☐ Newspaper/Radio
- ☐ Word of mouth
- ☐ Community organization
- ☐ Other (please specify): \_\_\_\_\_

2. Did you feel that you had adequate opportunity to provide input?

- ☐ Yes
- ☐ No

If no, please explain: \_\_\_\_\_

3. What is the best way for the City of Goshen to notify you about public meetings, projects, or services?

- ☐ Email
- ☐ Postal mail
- ☐ Social media
- ☐ Local newspaper/radio
- ☐ Text message
- ☐ Community partner/organization
- ☐ Other: \_\_\_\_\_

4. Demographic Information (*optional*)

Providing this information is optional, but it helps the City ensure compliance with Title VI and evaluate whether all community members are being reached.

a. Race/Ethnicity (check all that apply):

- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ Black or African American
- ☐ Hispanic or Latino
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ White
- ☐ Other: \_\_\_\_\_

b. Primary Language Spoken at Home:

- ☐ English
- ☐ Spanish
- ☐ Burmese
- ☐ Ukrainian
- ☐ Other (please specify): \_\_\_\_\_

c. Do you need translation or interpretation services to participate fully in City programs or events?

- ☐ Yes
- ☐ No

d. Age:

- ☐ Under 18
- ☐ 18–24
- ☐ 25–44
- ☐ 45–64
- ☐ 65 and over

e. Do you identify as a person with a disability?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

5. Additional Comments or Suggestions:

---

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Thank You! Your participation ensures that the City of Goshen's programs and services are inclusive and accessible to all.

## APPENDIX F

### 'I Speak' Card

## A

### AMHARIC

እኔ አማርኛ መናገር

### ARABIC

أنا أتحدث اللغة العربية

### ARMENIAN

Ես խոսում եմ հայերեն ես

## B

### BENGALI

আমি বাংলা কথা বোলতে পারী

### BOSNIAN

Ja govorim bosanski

### BULGARIAN

Аз говоря български

### BURMESE

ကျွန်တော်/ကျွန်မ မြန်မာ လို ပြောတတ် ပါတယ်။

## C

### CAMBODIAN

ខ្ញុំនិយាយភាសាខ្មែរ

### CANTONESE

我講廣東話 traditional

我讲广东话 simplified

### CATALAN

Parlo català

### CHIN

Lai Tong ka ton—Falam chin

Lai Holh Ka thiam—Hakha chin

Zo bya ka thya—Zo tung Chin

### CROATIAN

Govorim hrvatski

### CZECH

Mluvím česky

## D

### DANISH

Jeg taler dansk

### DARI

من دری حرف می زنم

### DUTCH

Ik spreek Nederlands

## E

### ESTONIAN

Ma räägin eesti keelt

## F

### FARSI

من فارسی صحبت می کنم.

### FINNISH

Puhun suomea

### FRENCH

Je parle français



## G

### GERMAN

Ich spreche Deutsch

### GREEK

Μιλάω στα ελληνικά

### GUJARATI

હું ગુજરાતી બોલું છું

## H

### HAITIAN CREOLE

M pale kreyòl ayisyen

### HEBREW

אני מדבר עברית masculine

אני מדברת עברית feminine

### HINDI

मैं हिंदी बोलता हूँ ।

### HMONG

Kuv hais lus Hmoob

### HUNGARIAN

Beszélek magyarul

## I

### ICELANDIC

Èg tala íslensku

### ILOCANO

Agsaonak ti Ilokano

### INDONESIAN

saya bisa berbahasa Indonesia

### ITALIAN

Parlo italiano

## J

### JAPANESE

私は日本語を話す

## K

### KACKCHIQUEL

Quin chagüic' ká chábal' ruin' rí  
tzújon cakchiquel

### KAREN

ယကတိကညီကို

### KIRUNDI

Ndavuga Ikirundi

Nvuga Ikirundi

### KOREAN

나는 한국어로 이야기

### KURDISH

man Kurdii zaanim

### KURMANCI

man Kurmaanji zaanim

## L

### LAOTIAN

ຂ້າພະເຈົ້າເວົ້າພາສາລາວ

### LATVIAN

Es runāju latviski

### LITHUANIAN

Aš kalbu lietuviškai

## M

### MANDARIN

我講國語 traditional

我讲国语/普通话 simplified

### MAM

Bán chiyola tuj kíyol mam

### MON

အဲဒါဟာ မြန်မာစကား

## N

### NEPALI

म नेपाली बोल्न

### NORWEGIAN

Jeg snakker norsk

## P

### PERSIAN

من فارسی صحبت می کنم.

### POLISH

Mówię po polsku

### PORTUGUESE

Eu falo português do Brasil  
for Brazil

Eu falo português de Portugal for  
Portugal

### PUNJABI

ਮੈਂ ਪੰਜਾਬੀ ਬੋਲਦਾ/ਬੋਲਦੀ ਹਾਂ।

## Q

### Q'ANJOB'AL

Ayin tí chí walq' anjob' al

### QUICHE

In kinch'aw k'uin ch'e quiche

## R

### ROMANIAN

Vorbesc românește

### RUSSIAN

Я говорю по-русски

## S

### SERBIAN

Ja govorim srpski

### SIGN LANGUAGE (AMERICAN)



I, ME



SIGN, SIGN LANGUAGE

**SINHALESE**

මම සිංහල කතා කළ හැකිය

**SLOVAK**

Hovorím po slovensky

**SLOVENIAN**

Govorim slovensko

**SOMALI**

Waan ku hadlaya af-Soomaali

**SPANISH**

Yo hablo español

**SWAHILI**

Ninaongea Kiswahili

**SWEDISH**

Ja talar svenska

**T****TAGALOG**

Marunong akong man-Tagalog

**TAMIL**

நான் தமிழ் பேச  
India

நான் தமிழ் கதைப்பேன்  
Sri Lanka

**THAI**

พูดภาษาไทย

**TIGRINYA**

ትግርኛ እዛረብ

**TURKISH**

Türkçe konuşurum

**U****UKRAINIAN**

Я розмовляю українською мовою

**URDU**

میں اردو بولتا ہوں

**V****VIETNAMESE**

Tôi nói tiếng Việt

**W****WELSH**

Dwi'n siarad

**X****XHOSA**

Ndithetha isiXhosa

**Y****YIDDISH**

איך רעד יידיש

**YORUBA**

Mo nso Yooba

**Z****ZULU**

Ngiyasikhuluma isiZulu

## Select ethnic languages of Burma/Myanmar

Ethnic Grouping	Linguistic Variant	Phrase in the Ethnic Languages
Kachin	Jingpho	Ngai jinghpaw gá shaga ai
	Lisu	AW LI-SU AO: X. 13., LO-
	Rawang	Ngá Rawang Ka Shxne
Karenni (Kayah)	Karrenni/Padaun	ဗုရားနီကရင်ဘူယုယု ဝဟုဝ
Karen	S'gaw	ယကတီးကညီကိုင်
	Eastern Pwo	ယိုခါင်ဖုံ
Chin	Tedim	Kei Tedim Pau pau ing
	Falam	Falam tong ka tong
	Hakha	Hakha holh ka thiam
	Zophei	Zyphe rae ka cui
	Thantlang	Thantlang holh ka thiam
	Lautu	Lautu စကားပြောပါသည်
	Matu	Matu awl ka cal
	Mindat	Mindat စကားပြောပါသည်
	Kanpetlet	Kanpetlet စကားပြောပါသည်
	Mizo	Mizo tong ka thiam
	Mara	Mara reih ei chei
	Zotung	Zo Bya Ka Thya
	Kumi	Kumi စကားပြောပါသည်
Mon	Mon/Mun	အဲဟိုအရောင်နီရ
Bamar	Burmese	မြန်မာစကားပြောပါသည်
Arakan (Rakhine)	Rakhine/Arakan	ရခိုင်ပိုင်စကားပြောပါရေ
	Rohingya	Rohingya စကားပြောပါသည်
Shan	Palaung	Palaung စကားပြောပါသည်
	Shan	Shan စကားပြောပါသည်

## Select indigenous languages of Mexico

Agrupación Lingüística	Variante Lingüística	Frases en español	Frases en lengua
chichimeo jonaz	chichimeco jonaz	yo hablo chichimeca	ikáuj úza' é~í
mazateco	mazateco del norte	yo hablo mazateco Hablo la lengua de Santa María Chilchotla	Cha'ña enná Cha'ña énn nda xo
maya	maya	Yo hablo maya	teen k-in t'aan maya
mixe	mixe bajo	Yo hablo mixe	Madyakpiëch ayuuk
	mixe alto, de Tlahuilotpec	Yo hablo mixe	Xaamkéjxpët ayuujk èts nkajpyxypy
mixteco	mixteco del oeste de la costa	yo hablo mixteco	Yuu kain se'en savi ñu ñundua
náhuatl	náhuatl de la huasteca veracruzana (se entiende junto con Veracruz y San Luis Potosí)	yo hablo náhuatl	Na nitajtowa náhuatl
tojolabal	tojolabal	yo hablo tojolabal	Ja 'ke 'ni wala kúmaniyon tojol-abál
triqui	triqui de la baja	yo hablo triqui	'unj a'mii xna' ánj nu' a
tseltal	tseltal (variante unificada)	yo hablo tseltal	Te jo'one ja k'op te bats'il k'op tseltal
tsotsil	tseltal (variante unificada)	yo hablo tsotsil	Vu'une jna'xi k' opoj ta bats'i k'op
zapoteco	zapoteco de la planicie costera	yo hablo zapoteco	Naa riné' diidxazá
chinanteco	chinanteco del sureste medio	yo hablo chinanteco	Jnea lo'n jujmii k'iee' dsa mo' kuóo

APPENDIX G  
Training Materials & Records of Training Attendance

To be provided in the 2026 Plan Update.

## APPENDIX H

### Reports & Outcomes of Data Collected

To be provided in the 2026 Plan Update.

APPENDIX I  
Annual Goals & Accomplishments

## Annual Goals & Accomplishments (2025)

### Annual Accomplishments (October 2024 – September 2025)

#### Training:

- 100% of new hires received Title VI/ADA orientation.

#### Complaint Tracking:

- 0 Title VI complaints filed with the City of Goshen in 2025.

#### Public Involvement:

- Developed a public involvement survey to be available at all public meetings.

#### LEP & Accessibility:

- Maintained Spanish translations of vital documents (brochures, complaint forms, survey).
- No formal requests for interpreters received; partnerships with local nonprofits remain in place.

#### Environmental Justice (EJ):

- Completed EJ review for 1 federally funded project (transportation). No disproportionately high or adverse impacts identified.

### Annual Goals (October 2025 – September 2026)

#### Training:

- Expand training format to include online modules for easier access.
- Achieve 100% staff completion of annual Title VI training.

#### Public Involvement & Outreach:

- Publish an online version of the developed survey.
- Provide paper copies in both Spanish and English at all public meetings.
- Provide announcements in both English and Spanish at all public meetings.

#### LEP Services:

- Translate at least 3 additional vital documents into Spanish.
- Develop quick-reference protocol for staff when serving LEP residents.

#### Accessibility:

- Conduct an internal review of City facilities for ADA/504 compliance in partnership with the Taskforce for Community Accessibility.

#### Data & Reporting:

- Begin publishing a summary report of Title VI data outcomes (complaints, surveys, LEP service usage) on the City website annually.