

Office for Civil Rights and Small Business Development Training Info

Below is the link for the Title VI training. You will have to create an account with a username and password. Once done individuals will be able to view the new Title VI training if you have it pulled up on your screen. I have also included the regulations with regards to ADA/504, Title II and LEP and more information. Please feel free to share this with your participants.

Notices of non-discrimination to the public at large

a. ADA/504

Notice of Non-Discrimination (KYTC disseminate to participants, applicants, employees, unions, and contractors/consultants a non-discrimination policy statement that states that the KYTC does not discriminate on the basis of disability in admission or access to, or treatment or employment in its programs or activities (28 CFR 35.106 and 49 CFR 27.11). This process is outlined in our ADA Transition Plan for FHWA.

The Notice should read as follows:

The Kentucky Transportation Cabinet (KYTC) does not discriminate on the basis of disability in admission to its programs, services, or activities, in access to them, in treatment of individuals with disabilities, or in any aspect of their operations. The Kentucky Transportation Cabinet also does not discriminate on the basis of disability in its hiring or employment practices.

This Notice is provided as required by Title II of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973.

Questions, complaints, or requests for additional information regarding the ADA and section 504 may be forwarded to Tiffany Squire, ADA/Section 504 Coordinator, KYTC Office for Civil Rights and Small Business Development, 200 Mero Street, Frankfort, KY 40622

This Notice is available from the ADA and Section 504 compliance coordinator in large print, on audio tape, in Braille, and in alternate formats.

Also, it looks pretty consistent with other states. They have the ADA statement that goes out on all public meeting notices, and then they provide an interpreter if the disabled consumer contacts the DOT.

b. LEP

Title VI - Obligation regarding non-English speaking communities. Notices to the Public advising LEP persons of free language assistance. According to 23 CFR 200.9 (b)(12), not only is the Cabinet required to develop Title VI

information for dissemination to the general public, but also, it is required to develop and disseminate it, where appropriate, in languages other than English. You can use the statements below:

Title VI of the Civil Rights Act of 1964 and its implementing regulations, along with Executive Order 13166 dated August 11, 2000, require federal agencies and recipients of federal funds to take reasonable steps to ensure that Limited English Proficiency (LEP) individuals have meaningful access to programs, services and activities provided by or funded by the federal government.

The Kentucky Transportation Cabinet policy will take reasonable steps to ensure that limited English proficient (LEP) individuals can meaningfully access the activities and programs conducted by KYTC without cost to the LEP individual. This includes oral interpretation, sign language, and translation of transportation-related vital documents, at no cost to our customers. If you are in need of these services, please contact

*Office of Civil Rights & Small Business Development
200 Mero Street
Frankfort, KY 40601
Phone: (502)-564-3601
Fax: (502)-564-2114
Hours: 8:00 a.m. – 4:30 p.m. EST, M-F*

Regulatory references: 28 CFR 35.105-35.107; 35.150(c) and (d).

II-8.1000 General. Title II requires that public entities take several steps designed to achieve compliance. These include the preparation of a self-evaluation. In addition, public entities with 50 or more employees are required to --

- 1) Develop a grievance procedure;
- 2) Designate an individual to oversee title II compliance;
- 3) Develop a transition plan if structural changes are necessary for achieving program accessibility; and
- 4) Retain the self-evaluation for three years.

www.titlesix.com

In addition, below are resources that you can share with participants in regards to some of the other items you asked about. If anyone has any questions in regards to anything please have them reach out to either Tony or myself and we will get back in touch with you.

1. LEP Plan update

<https://www.lep.gov/video/language-access-101-what-you-need-know-about-executive-order-13166-and-census-data-key>

2. Title II

https://www.ada.gov/regs2010/titleII_2010/title_ii_primer.html

3. 504 plans transition plan

https://www.fhwa.dot.gov/indiv/docs/ada_transition_plans_report.pdf

4. Self-evaluation for websites - 508 Compliance

We are waiting for Dave Vanatter, information system manager with the Office of Information Technology, to send guidance to content managers on how to comply with Section 508

5. building accessibility (This is the training we had with UK and the cost is \$225 per person)

<https://www.kyt2.com/training/americans-disabilities-act-sidewalk-facilities-public-rights-way>

Thank You,

Tiffany L Squire
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Title VI Coordinator & EEO Liaison
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