

# Beaufort County Developmental Center, Inc. dba BEAUFORT AREA TRANSIT SYSTEM



Date Adopted  
4/28/26

## Title VI Program Plan



TITLE VI PLAN REVIEW AND ADOPTION

On behalf of the Beaufort County Developmental Center (BCDC) Board of Directors, I hereby acknowledge receipt of the Title VI Nondiscrimination Plan. We, the BCDC Board, have **reviewed and hereby adopt** this Plan. We are committed to ensuring that all decisions are made in accordance with the nondiscrimination guidelines of this Plan, to the end the no person is excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any Beaufort County Developmental Center, Inc. (BCDC) services and activities on the basis of race, color, national origin, sex, age, creed (religion), or disability, as protected by Title VI of the Civil Rights Act of 1964 and the nondiscrimination provisions of the Federal Transit Administration.

  
\_\_\_\_\_  
Charles Edwards, Chair, BCDC BOD

4-28-26  
\_\_\_\_\_  
DATE

## Table of Contents

<b>Title VI Nondiscrimination Agreement</b> .....	<b>5</b>
<b>1.0 Introduction</b> .....	<b>6</b>
<b>2.0 Description of Programs and Services</b> .....	<b>6</b>
2.1 Program(s) and Services Administered.....	6
2.2 Funding Sources / Tables.....	7
2.3 Decision-Making Process.....	7
2.4 Title VI Coordinator.....	7
2.5 Change of Title VI Coordinator and/or Head of Decision-making Body.....	8
2.6 Organizational Chart.....	8
2.7 Subrecipients.....	8
<b>3.0 Title VI Nondiscrimination Policy Statement</b> .....	<b>9</b>
<b>4.0 Notice of Nondiscrimination</b> .....	<b>10</b>
<b>5.0 Procedures to Ensure Nondiscriminatory Administration of Programs and Services</b> .....	<b>11</b>
<b>6.0 Contract Administration</b> .....	<b>12</b>
6.1 Contract Language.....	12
6.2 Nondiscrimination Notice to Prospective Bidders.....	13
<b>7.0 External Discrimination Complaint Procedures</b> .....	<b>14</b>
Discrimination Complaint Form.....	16
Discrimination Complaints Log.....	18
Investigative Guidance.....	19
Investigative Report.....	20
<b>8.0 Service Area Population Characteristics</b> .....	<b>21</b>
8.1 Race and Ethnicity.....	21
8.2 Age & Sex.....	21
8.3 Disability.....	21
8.4 Poverty.....	22
8.5 Household Income.....	23
8.6 Limited English Proficiency Populations.....	24
8.7 Population Locations.....	24
<b>9.0 Title VI Equity Analyses (and Environmental Justice Assessments)</b> .....	<b>24</b>
<b>10.0 Public Involvement</b> .....	<b>25</b>
10.1 Introduction.....	25
10.2 Public Notification.....	25
10.3 Dissemination of Information.....	25
10.4 Meetings and Outreach.....	25

10.5 Language Access Plan .....	26
10.6 Demographic Requests.....	30
10.7 Key Community Contacts.....	31
10.8 Summary of Outreach Efforts Since the Last Title VI Program Submission.....	31
<b>11.0 Staff Training .....</b>	<b>31</b>
<b>12.0 Nonelected Boards and Committees – By Race and Gender .....</b>	<b>31</b>
<b>13.0 Record-Keeping and Reports .....</b>	<b>32</b>
<b>Appendices .....</b>	<b>33</b>
Appendix A – Applicable Nondiscrimination Authorities	
Appendix B – Organizational Chart	
Appendix C– NCDOT’s Transit Review Checklist	
Appendix D—American Community Survey 2024	

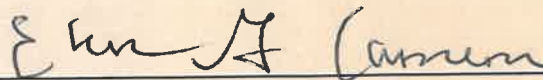
**TITLE VI NONDISCRIMINATION AGREEMENT**  
**BETWEEN**  
**THE NORTH CAROLINA DEPARTMENT OF TRANSPORTATION**  
**AND**  
**BEAUFORT COUNTY DEVELOPMENTAL CENTER, INC. DBA BEAUFORT AREA TRANSIT SYSTEM**

In accordance with DOT Order 1050.2A, the Beaufort County Developmental Center (BCDC) assures the North Carolina Department of Transportation (NCDOT) that no person shall, on the ground of **race, color, national origin, sex, creed, age, or disability**, as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 and related nondiscrimination authorities, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination or retaliation under any program or activity undertaken by BCDC .

Further, BCDC hereby agrees to:

1. Designate a Title VI Coordinator that has a responsible position within the organization and easy access to the Chief Executive Officer of the organization.
2. Issue a policy statement, signed by the BCDC Board Chair and/or CEO of the organization, which expresses a commitment to the nondiscrimination provisions of Title VI and related applicable statutes. The signed policy statement shall be posted and circulated throughout the organization and to the general public and published where appropriate in languages other than English. The policy statement will be re-signed when there is a change of BCDC Board Chair and/or CEO.
3. Insert the clauses of the contract language from Section 6.1 in every contract awarded by the organization. Ensure that every contract awarded by the organization's contractors or consultants also includes the contract language.
4. Process all and, when required, investigate complaints of discrimination consistent with the procedures contained within this Plan. Log all complaints for the administrative record.
5. Collect statistical data (race, color, national origin, sex, age, disability) on participants in, and beneficiaries of, programs and activities carried out by the organization.
6. Participate in training offered on Title VI and other nondiscrimination requirements. Conduct or request training for employees or the organization's subrecipients.
7. Take affirmative action, if reviewed or investigated by NCDOT, to correct any deficiencies found within a reasonable time period, not to exceed 90 calendar days, unless reasonable provisions are granted by NCDOT.
8. Document all Title VI nondiscrimination-related activities as evidence of compliance. Submit information and reports to NCDOT on a schedule outlined by NCDOT.

**THIS AGREEMENT** is given in consideration of, and for the purpose of obtaining, any and all federal funds, grants, loans, contracts, properties, discounts or other federal financial assistance under all programs and activities and is binding.



Authorized Signature

04-28-26

Date

Elena G. Cameron  
CEO

## 1.0 INTRODUCTION

Title VI of the 1964 Civil Rights Act, 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 subjected to discrimination under any program or activity receiving Federal financial assistance.” The broader application of nondiscrimination law is found in other statutes, executive orders, and regulations, which provide additional protections based on age, sex, creed (religion), and disability, including the 1987 Civil Rights Restoration Act, which extended nondiscrimination coverage to all programs and activities of federal-aid recipients, subrecipients, and contractors, including those that are not federally-funded (see Appendix A – Applicable Nondiscrimination Authorities).

Beaufort County Developmental Center, Inc. (BCDC) is a recipient of Federal Transit Administration (FTA) funds from the North Carolina Department of Transportation (NCDOT). Beaufort County Developmental Center, Inc. (BCDC) establishes this Title VI Nondiscrimination Plan for the purpose of complying with Title VI of the Civil Rights Act of 1964, as required by FTA Circular 4702.1B, and related requirements outlined within the FTA Certifications & Assurances, “Nondiscrimination Assurance.” This document details the nondiscrimination program, policies, and practices administered by Beaufort County Developmental Center, Inc. (BCDC), and will be updated periodically to incorporate changes and additional responsibilities as they are made. This Plan will be submitted to NCDOT or FTA, upon request.

## 2.0 DESCRIPTION OF PROGRAMS AND SERVICES

### 2.1 PROGRAM(S) AND SERVICES ADMINISTERED

Beaufort County Developmental Center, Inc. (BCDC) provides public transportation options to its customers within the geographical County of Beaufort, North Carolina.

Type of Service	Days of week	Times	Fare (if applicable)
Demand Response-RGP BATS-252.946.5778	M-F	7:00 am-5:00 pm (call 252-946-5778)	Varies per geographic area-\$15 (in town) and up (outside city limits)
Subscription-EDTAP-Dialysis BATS-252.946.5778	M-F	2:30 am-5:00 pm (call 252-946-5778)	Varies per geographic area-\$75 (in town) and up per month
Subscription-Employment BATS-252.946.5778	M-F	7:00 am-5:00 pm (call 252-946-5778)	Varies per geographic area-\$75(in town) and up per month
Subscription-School BATS-252.946.5778	M-F	7:00 am-5:00 pm (call 252-946-5778)	Varies per geographic area-\$75 (in town) and up per month
COA Senior/Blind Services DSS-252.975-5500	M-F	7:00 am-2:00 pm (call 252-975-5500)	COA pays shared miles-\$2.50 per mile
Medicaid Contact number on Medicaid card.	M-F	7:00 am-5:00 pm (call 252-975-5500)	\$2.50 per mile ambulatory \$4.00 per mile non-ambulatory
MTM Call individual insurance carrier on insurance card for MTM and MC below.	M-F	8:00 am-5:00 pm	2.66 per mile plus \$10 pick-up fee--ambulatory \$3.40 per mile plus \$25 pick-up fee—non-ambulatory
ModivCare		7:00 am-5:00 pm	Mileage scale
BCDC observes major holiday schedule closing	New Year's Day (or observed), Martin Luther King, Jr., Easter Monday,		

	Memorial Day, Independence Day, Juneteenth, Labor Day, Veteran's Day, Thanksgiving (2), Christmas (2)		
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## 2.2 FUNDING SOURCES / TABLES

For the purpose of federally assisted programs, "federal assistance" shall include:

1. grants and loans of Federal funds;
2. the grant or donation of Federal property and interest in property;
3. the detail of Federal personnel;
4. the sale and lease of, and the permission to use (on other than a casual or transient basis), Federal property or any interest in such property without consideration or at a nominal consideration, or at a consideration which is reduced for the purpose of assisting the recipient, or in recognition of the public interest to be served by such sale or lease to the recipient; and
5. any Federal agreement, arrangement, or other contract which has, as one of its purposes, the provision of assistance.

Each FTA Formula Grant received by our system during the past year, and whether the funds were received through NCDOT or directly from FTA, is checked below.

Grant Title	NCDOT	FTA	Details (i.e., purpose, frequency, and duration of receipt)
<b>5310</b> (Transportation for Elderly Persons and Persons with Disabilities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Supplements the elderly and/or disabled passengers per trip
<b>5311</b> (Formula Grants for Other than Urbanized Areas)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Supports administrative expenses incurred by the system
<b>Other:</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Community Capital Grant for replacement vehicles

## 2.3 DECISION-MAKING PROCESS

The BCDC Board of Directors approve all policies and major decisions involving Beaufort Area Transit System by approval voting. The BCDC Board meets 10 months out of each year, excluding July and December, on the fourth Tuesday of each month. The Transportation Advisory Board meets the fourth Wednesday of January, April, July, and October each year, unless there is a holiday conflict of dates.

Board or Committee Name	Appointed	Elected	# of Members
Transit Advisory Board	<input checked="" type="checkbox"/>	<input type="checkbox"/>	12
BCDC Board of Directors	<input checked="" type="checkbox"/>	<input type="checkbox"/>	7

## 2.4 TITLE VI COORDINATOR

The individual below has been designated as the Title VI Coordinator for BATS, and is empowered with enough authority and responsibility to implement the Title VI Nondiscrimination Program:

Name                      Elena Cameron  
Official Title            CEO  
Address                    1534 W. 5<sup>th</sup> Street, Washington, NC 27889  
Phone                      252.945.3549  
Email                        ecameron@bcdcsolutions.org

Key responsibilities of the Coordinator include:

- Maintaining knowledge of Title VI and related requirements.
- Attending civil rights training when offered by NCDOT or any other regulatory agency.
- Administering the Title VI Nondiscrimination Program and coordinating implementation of this Plan.
- Training internal staff and officials on their Title VI nondiscrimination obligations.
- Disseminating Title VI information internally and to the general public, including in languages other than English.
- Presenting Title VI-related information to decision-making bodies for input and approval.
- Ensuring Title VI-related posters are prominently and publicly displayed.
- Developing a process to collect data related to race, national origin, sex, age, and disability to ensure minority, low-income, and other underserved groups are included and not discriminated against.
- Ensuring that non-elected boards and committees reflect the service area and minorities are represented.
- Implementing procedures for prompt processing (receiving, logging, investigating and/or forwarding) of discrimination complaints.
- Coordinating with, and providing information to, NCDOT and other regulatory agencies during compliance reviews or complaint investigations.
- Promptly resolving areas of deficiency to ensure compliance with Title VI nondiscrimination requirements.

## 2.5 CHANGE OF TITLE VI COORDINATOR AND/OR CEO

If Title VI Coordinator or CEO changes, this document and all other documents that name the Coordinator, will immediately be updated, and an updated policy statement will be signed by the new CEO.

## 2.6 ORGANIZATIONAL CHART

BCDC currently employs 36 staff which consists of the following job categories:

- Chief Executive Officer
- Transportation Manager
- Assistant Manager
- Administrative Assistants (4)
- Lead Driver (1)
- Drivers (32)

An organizational chart showing the Title VI Coordinator's place within the organization is in **Appendix B**.

## 2.7 SUBRECIPIENTS

BCDC does not have pass-through funds to any other organizations and, therefore, does not have any subrecipients.

### 3.0 TITLE VI NONDISCRIMINATION POLICY STATEMENT

It is the policy of Beaufort County Developmental Center, Inc. (BCDC), as a federal-aid recipient, to ensure that no person shall, on the ground of **race, color, national origin, sex, creed (religion), age or disability**, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any of our programs and activities, as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, and all other related nondiscrimination laws and requirements.



Elena G. Cameron, CEO

04-28-26  
Date

#### Title VI and Related Authorities

Title VI of the Civil Rights Act of 1964 (42 U.S.C. Section 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 subjected to discrimination under any program or activity receiving federal financial assistance.” The 1987 Civil Rights Restoration Act (P.L. 100-259) clarified and restored the original intent of Title VI by expanding the definition of “programs and activities” to include all programs and activities of federal-aid recipients, subrecipients, and contractors, whether such programs and activities are federally assisted or not.

Related nondiscrimination authorities include, but are not limited to: U.S. DOT regulation, 49 CFR part 21, “Nondiscrimination in Federally-assisted Programs of the Department of Transportation—Effectuation of Title VI of the Civil Rights Act”; 49 U.S.C. 5332, “Nondiscrimination (Public Transportation)”; FTA Circular 4702.1B - Title VI Requirements and Guidelines for Federal Transit Administration Recipients; DOT Order 5610.2a, “Actions to Address Environmental Justice in Minority Populations and Low-Income Populations”; FTA C 4703.1 - Environmental Justice Policy Guidance For Federal Transit Administration Recipients; Policy Guidance Concerning (DOT) Recipient's Responsibilities to Limited English Proficient (LEP) Persons, 74 FR 74087; The Americans with Disabilities Act of 1990, as amended, P.L. 101-336; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 790; Age Discrimination Act of 1975, as amended 42 U.S.C. 6101; Title IX of the Education Amendments of 1972, 20 U.S.C. 1681; Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, 42 U.S.C. 4601; Section 508 of the Rehabilitation Act of 1973, 29 U.S.C. 794d

#### Implementation

- This statement will be signed by the CEO of Beaufort County Developmental Center and re-signed whenever a new person assumes that position.
- The signed statement will be posted on office bulletin boards, in all department offices, inside vehicles, and disseminated within brochures and other written materials.
- The *core* of the statement (signature excluded) will circulate *internally* within annual acknowledgement forms.
- The statement will be posted or provided in languages other than English, when appropriate.

## 4.0 NOTICE OF NONDISCRIMINATION

- Beaufort County Developmental Center (BCDC) operates its programs and services without regard to **race, color, national origin, sex, creed (religion), age, and disability** in accordance with Title VI of the Civil Rights Act and related statutes. Any person who believes she or he has been aggrieved by any unlawful discriminatory practice may file a complaint with BCDC.
- For more information on BCDC's civil rights program, and the procedures to file a complaint, contact Elena Cameron, CEO, at (TTY 800-735-2962), 252.946.0151 or 252.945.3549; email [ecameron@bcdcsolutions.org](mailto:ecameron@bcdcsolutions.org); or visit our administrative office at 1534 W. 5<sup>th</sup> Street, Washington, NC 27889.
- If information is needed in another language, contact 252.946.0151 or 252.946.5778.
- A complainant may file a complaint directly with the North Carolina Department of Transportation by filing with the Office of Civil Rights, External Civil Rights Section, 1511 Mail Service Center, Raleigh, NC 27699-1511, Attention: Title VI Nondiscrimination Program; phone: 919-508-1808 or 800-522-0453, or TDD/TTY: 800-735-2962.
- A complainant may file a complaint directly with the Federal Transit Administration by filing a complaint with the Office of Civil Rights, Attention: Title VI Program Coordinator, East Building, 5th Floor-TCR, 1200 New Jersey Ave., SE, Washington, DC 20590.

### Implementation

- The notice will be posted in its entirety on our website and in any documents and reports we distribute.
- The notice will be posted in our offices and inside our vehicles.
- Ads in newspapers and other publications shall include the following: "Beaufort County Developmental Center, Inc. operates without regard to **race, color, national origin, sex, creed (religion), age or disability**. For more information on BCDC's Title VI program or how to file a discrimination complaint, please contact [ecameron@bcdcsolutions.org](mailto:ecameron@bcdcsolutions.org)."
- The statement will be posted or provided in languages other than English, when appropriate.

## 5.0 PROCEDURES TO ENSURE NONDISCRIMINATORY ADMINISTRATION OF PROGRAMS AND SERVICES

We are committed to nondiscriminatory administration of our programs and services, organization wide. BCDC will remind employees of Title VI nondiscrimination obligations through staff training and use of the **Annual Education and Acknowledgment Form** below. The Title VI Coordinator will periodically assess program operations to ensure this policy is being followed.

### Annual Education and Acknowledgement Form

#### Title VI Nondiscrimination Policy

*(Title VI and related nondiscrimination authorities)*

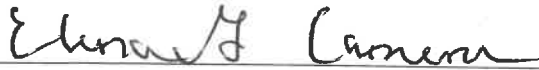
No person shall, on the grounds of race, color, national origin, sex, age, creed, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity of a Federal-aid recipient.

All employees and representatives of BCDC are expected to consider, respect, and observe this policy in their daily work and duties. If any person approaches you with a civil rights-related question or complaint, please direct him or her to Elena G. Cameron, CEO, at [ecameron@bcdcsolutions.org](mailto:ecameron@bcdcsolutions.org).

In all dealings with the public, use courtesy titles (e.g., Mr., Mrs., Miss, Dr.) to address or refer to them without regard to their race, color, national origin, sex, age or disability.

#### Acknowledgement of Receipt of Title VI Program

I hereby acknowledge receipt of BCDC's Title VI Program and other nondiscrimination guidelines. I have read the Title VI Program and I am committed to ensuring that no person is excluded from participation in or denied the benefits of BCDC's programs, policies, services and activities on the basis of race, color, national origin, sex, age, creed (religion), or disability, as provided by Title VI of the Civil Rights Act of 1964 and related nondiscrimination statutes.

  
Signature

04-28-26  
Date

#### Implementation

- Periodically, but not more than once a year, employees and representatives will receive, review and certify commitment to the Title VI Program.
- New employees shall be informed of Title VI provisions and expectations to perform their duties, accordingly, asked to review the Title VI Program, and required to sign the acknowledgement form.
- Periodic review of operational practices and guidelines by the Title VI Coordinator to verify compliance with the Title VI Program. Maintain documents of each review on file.
- Signed acknowledgement forms and records of internal assessments will remain on file for at least three years.

## 6.0 CONTRACT ADMINISTRATION

BCDC ensures all contractors will fulfill their contracts in a nondiscriminatory manner. While contractors are not required to prepare a Title VI Program, they must comply with the nondiscrimination requirements of the organization to which they are contracted. BCDC will not discriminate in the selection and retention of contractors (at any level) or discriminate in employment practices in connection with any of our projects.

### 6.1 CONTRACT LANGUAGE

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

**(1) Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, Federal Transit Administration (FTA), as they may be amended from time to time, 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, will not discriminate on the grounds of race, color, national origin, sex, age, creed (religion), low-income, limited English proficiency, or disability in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.

**(3) Solicitations for 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 will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to Nondiscrimination on the grounds of race, color, or national origin.

**(4) Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or the FTA to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or the FTA, as appropriate, and will set forth what efforts it has made to obtain the information.

**(5) Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the Nondiscrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the FTA may determine to be appropriate, including, but not limited to:

- (a) withholding payments to the contractor under the contract until the contractor complies; and/or
- (b) cancelling, terminating, or suspending a contract, in whole or in part.

**(6) Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or the FTA may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

II. During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees to comply with the following nondiscrimination statutes and authorities; including but not limited to:

#### Pertinent Nondiscrimination Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended,



## 7.0 EXTERNAL DISCRIMINATION COMPLAINT PROCEDURES

These discrimination complaint procedures outline the process used by Beaufort County Developmental Center, Inc. (BCDC) to process complaints of alleged discrimination filed under Title VI of the Civil Rights Act of 1964 and related nondiscrimination laws that are applicable to BBCDC programs, services, and activities. Complaints will be investigated by the appropriate authority. Upon completion of an investigation, the complainant will be informed of all avenues of appeal. Every effort will be made to obtain early resolution of complaints at the lowest level possible by informal means.

### FILING OF COMPLAINTS

1. **Applicability** – These procedures apply to the beneficiaries of our programs, activities, and services, such as the members of the public and any consultants/contractors we hire.
2. **Eligibility** – Any person or class of persons who believes that he/she has been subjected to discrimination or retaliation prohibited by any of the Civil Rights authorities based upon race, color, sex, age, national origin, creed (religion) or disability, may file a written complaint. The law prohibits intimidation or retaliation of any sort. The complaint may be filed by the affected individual or a representative and must be in writing.
3. **Time Limits and Filing Options** – A complaint must be filed no later than 180 calendar days after the following:
  - The date of the alleged act of discrimination; or
  - The date when the person(s) became aware of the alleged discrimination; or
  - Where there has been a continuing course of conduct, the date on which that conduct was discontinued or the latest instance of the conduct.

Complaints may be submitted to the following entities:

- **Beaufort County Developmental Center, Inc.**, Elena G. Cameron, CEO, 1534 West 5<sup>th</sup> Street, Washington, NC 27889, 252.946.0151
  - **North Carolina Department of Transportation**, Office of Civil Rights, External Civil Rights Section, 1511 Mail Service Center, Raleigh, NC 27699-1511; 984-236-1200
  - **US Department of Transportation**, Departmental Office of Civil Rights, External Civil Rights Programs Division, 1200 New Jersey Avenue, SE, Washington, DC 20590; 202-366-4070
  - **Federal Transit Administration**, Office of Civil Rights, ATTN: Title VI Program Coordinator, East Bldg. 5<sup>th</sup> Floor – TCR, 1200 New Jersey Avenue, SE, Washington, DC 20590
  - **US Department of Justice**, Special Litigation Section, Civil Rights Division, 950 Pennsylvania Avenue, NW, Washington, DC 20530, 202-514-6255 or toll free 877-218-5228
4. **Format for Complaints** – Complaints shall be in **writing** and **signed** by the complainant(s) or a representative and include the complainant's name, address, and telephone number. Complaints received by fax or e-mail will be acknowledged and processed. Allegations received by telephone or in person will be reduced to writing, may be recorded and will be provided to the complainant for confirmation or revision before processing. Complaints will be accepted in other languages, including Braille.
  5. **Discrimination Complaint Form** – The Discrimination Complaint Form is consistent with the FTA Certifications & Assurances, "Nondiscrimination Assurance."
  6. **Complaint Basis** – Allegations must be based on issues involving race, color, national origin, sex, age, creed (religion) or disability. The term "basis" refers to the complainant's membership in a protected group category.

Protected Categories	Definition	Examples	Applicable Statutes and Regulations
			FTA
Race	An individual belonging to one of the accepted racial groups; or the perception, based usually on physical characteristics that a person is a member of a racial group	Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, White	Title VI of the Civil Rights Act of 1964; 49 CFR Part 21; 49 U.S.C. 5332(b); FTA Circular 4702.1B
Color	Color of skin, including shade of skin within a racial group	Black, White, brown, yellow, etc.	
National Origin	Place of birth. Citizenship is not a factor. Discrimination based on language or a person's accent is also covered.	Mexican, Cuban, Japanese, Vietnamese, Chinese	
Sex	Gender	Women and Men	49 U.S.C. 5332(b); Title IX of the Education Amendments of 1972
Age	Persons of any age	21 year old person	Age Discrimination Act of 1975
Disability	Physical or mental impairment, permanent or temporary, or perceived.	Blind, alcoholic, para-amputee, epileptic, diabetic, arthritic	Section 504 of the Rehabilitation Act of 1973; Americans with Disabilities Act of 1990
Creed	Religion.	Muslim, Christian, Hindu, Atheist	49 U.S.C. 5332(b)

### Complaint Processing

1. When a complaint is received, an Acknowledgment Letter and a Complainant Consent/Release Form will be mailed to the complainant within ten (10) business days by registered mail.
2. We will consult with the NCDOT Title VI Program to determine the acceptability and jurisdiction of all complaints received. (Note: If NCDOT will investigate, the Title VI Program will be responsible for the remainder of this process. We will record the transfer of responsibility in our complaints log).
3. Additional information will be requested if the complaint is incomplete. The complainant will be provided 15 business days to submit any requested information and the signed Consent Release form. Failure to do so may be considered good cause for a determination of no investigative merit.
4. Upon receipt of the requested information and determination of jurisdiction, we will notify the complainant and respondent of whether the complaint has enough merit to warrant investigation.
5. If the complaint is investigated, the notification shall state the grounds of our jurisdiction, while informing the parties that their full cooperation will be required in gathering additional information and assisting the investigator.
6. If the complaint does not warrant investigation, the notification to the complainant shall specifically state the reason for the decision.

### Complaint Log

1. When a complaint is received, the complaint will be entered into the Discrimination Complaints Log with other pertinent information and assigned a **Case Number**. (Note: All complaints must be logged).
2. The complaints log will be submitted to the NCDOT's Civil Rights office during Title VI compliance reviews. (Note: NCDOT may also be request the complaints log during pre-grant approval processes).
3. The **Log Year(s)** for FY21-24 will be entered (e.g., 2015-2018, 2017-2018, FFY 2018, or 2018) and the complaints log will be signed before submitting the log to NCDOT.
4. When reporting **no complaints**, check the **No Complaints or Lawsuits** box and sign the log.

## Beaufort County Developmental Center, Inc. dba Beaufort Area Transit System DISCRIMINATION COMPLAINT FORM

Any person who believes that he/she has been subjected to discrimination based upon race, color, creed, sex, age, national origin, or disability may file a written complaint with BCDC, within 180 days after the discrimination occurred.

Last Name:	First Name:	<input type="checkbox"/> Male	<input type="checkbox"/> Female
Mailing Address:	City	State	Zip
Home Telephone:	Work Telephone:	E-mail Address	

Identify the Category of Discrimination:

<input type="checkbox"/> RACE	<input type="checkbox"/> COLOR	<input type="checkbox"/> NATIONAL ORIGIN	<input type="checkbox"/> SEX
<input type="checkbox"/> CREED (RELIGION)	<input type="checkbox"/> DISABILITY	<input type="checkbox"/> LIMITED ENGLISH PROFICIENCY	<input type="checkbox"/> AGE

\*NOTE: Title VI bases are race, color, national origin. All other bases are found in the "Nondiscrimination Assurance" of the FTA Certifications & Assurances.

Identify the Race of the Complainant

<input type="checkbox"/> Black	<input type="checkbox"/> White	<input type="checkbox"/> Hispanic	<input type="checkbox"/> Asian American
<input type="checkbox"/> American Indian	<input type="checkbox"/> Alaskan Native	<input type="checkbox"/> Pacific Islander	<input type="checkbox"/> Other _____

Date and place of alleged discriminatory action(s). Please include earliest date of discrimination and most recent date of discrimination.

Names of individuals responsible for the discriminatory action(s):

How were you discriminated against? Describe the nature of the action, decision, or conditions of the alleged discrimination. Explain as clearly as possible what happened and why you believe your protected status (basis) was a factor in the discrimination. Include how other persons were treated differently from you. **(Attach additional page(s), if necessary).**

The law prohibits intimidation or **retaliation** against anyone because he/she has either taken action, or participated in action, to secure rights protected by these laws. If you feel that you have been retaliated against, separate from the discrimination alleged above, please explain the circumstances below. Explain what action you took which you believe was the cause for the alleged retaliation.

Names of persons (witnesses, fellow employees, supervisors, or others) whom we may contact for additional information to support or clarify your complaint: (Attached additional page(s), if necessary).

<u>Name</u>	<u>Address</u>	<u>Telephone</u>
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____

**DISCRIMINATION COMPLAINT FORM**

Have you filed, or intend to file, a complaint regarding the matter raised with any of the following? If yes, please provide the filing dates. Check all that apply.

- NC Department of Transportation \_\_\_\_\_
- Federal Transit Administration \_\_\_\_\_
- US Department of Transportation \_\_\_\_\_
- US Department of Justice \_\_\_\_\_
- Federal or State Court \_\_\_\_\_
- Other \_\_\_\_\_

Have you discussed the complaint with any BCDC representative? If yes, provide the name, position, and date of discussion.

Please provide any additional information that you believe would assist with an investigation.

Briefly explain what remedy, or action, are you seeking for the alleged discrimination.

**\*\*WE CANNOT ACCEPT AN UNSIGNED COMPLAINT. PLEASE SIGN AND DATE THE COMPLAINT FORM BELOW.**

\_\_\_\_\_  
**COMPLAINANT'S SIGNATURE**

\_\_\_\_\_  
**DATE**

**MAIL COMPLAINT FORM TO:**

Beaufort County Developmental Center, Inc.  
 Attn: Elena Cameron  
 PO Box 518  
 Washington, NC 27889  
 ecameron@bcdcsolutions.org  
 252.946.0151 or 252.945.3549

**FOR OFFICE USE ONLY**

Date Complaint Received: \_\_\_\_\_

Processed by: \_\_\_\_\_

Case #: \_\_\_\_\_

Referred to:  NCDOT  FTA Date Referred: \_\_\_\_\_



## INVESTIGATIVE GUIDANCE

- A. Scope of Investigation** – An investigation should be confined to the issues and facts relevant to the allegations in the complaint, unless evidence shows the need to extend the issues.
- B. Developing an Investigative Plan** – It is recommended that the investigator prepares an Investigative Plan (IP) to define the issues and lay out the blueprint to complete the investigation. The IP should follow the outline below:
1. Complainant(s) Name and Address (Attorney name and address if applicable)
  2. Respondent(s) Name and Address (Attorney for the Respondent(s) name and address)
  3. Applicable Law(s)
  4. Basis/(es)
  5. Allegation(s)/Issue(s)
  6. Background
  7. Name of Persons to be interviewed
    - a. Questions for the complainant(s)
    - b. Questions for the respondent(s)
    - c. Questions for witness(es)
  8. Evidence to be obtained during the investigation
    - a. Issue – e.g., Complainant alleges his predominantly African American community was excluded from a meeting concerning a future project which could affect the community.
      - i. Documents needed: e.g., mailing list which shows all physical addresses, P.O. Box numbers, property owner names, and dates when the meeting notification was mailed; other methods used by the RPO to advertise the meeting.
- C. Request for Information** – The investigator should gather data and information pertinent to the issues raised in the complaint.
- D. Interviews** – Interviews should be conducted with the complainant, respondent, and appropriate witnesses during the investigative process. Interviews are conducted to gain a better understanding of the situation outlined in the complaint of discrimination. The main objective during the interview is to obtain information that will either support or refute the allegations.
- E. Developing an Investigative Report** – The investigator should prepare an investigative report setting forth all relevant facts obtained during the investigation. The report should include a finding for each issue. A sample investigative report is provided below.

**Investigative Report**

**I. COMPLAINANT(S) NAME** \_\_\_\_\_

Name, Address, Phone: \_\_\_\_\_

**II. RESPONDENT(S) NAME** \_\_\_\_\_

Name, Address, Phone: \_\_\_\_\_

**III. APPLICABLE LAW/REGULATION** \_\_\_\_\_

Ex. Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d); 49 CFR §21.11; 49 CFR §26.53

**IV. COMPLAINT BASIS/(ES)** \_\_\_\_\_

Ex. Race, Color, National Origin, Creed (Religion), Sex, Age, Disability

**V. ISSUES/ALLEGATIONS** \_\_\_\_\_

**VI. BACKGROUND** \_\_\_\_\_

**VII. INVESTIGATIVE PROCEDURE**

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

**VIII. ISSUES / FINDINGS OF FACT** \_\_\_\_\_

**IX. CONCLUSION**

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

**X. RECOMMENDED ACTIONS**

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

## 8.0 SERVICE AREA POPULATION CHARACTERISTICS

### “American Community Survey (Acs) 2024, 5-Year Estimates”

To ensure that Title VI reporting requirements are met, we will collect and maintain population data on potential and actual beneficiaries of our programs and services. This section contains relevant population data for our overall service area. This data provides context for the Title VI Nondiscrimination Program and will be used to ensure nondiscrimination in public outreach and delivery of our programs and services.

#### 8.1 RACE AND ETHNICITY

The following table was completed using data from Census Table DP05, ACS Demographics and Housing Estimates.

### “American Community Survey (ACS) 2024, 5-year estimates”

Race and Ethnicity	Number	Percent
Total Population	44,499	100
White	30,368	68.2%
Black or African American	10,166	22.8%
American Indian or Alaska Native	95	0.2%
Asian	118	0.3%
Native Hawaiian and Other Pacific Islander	30	0.1%
Some other Race	1,016	2.3%
Two or More Races	2,706	6.1%
HISPANIC OR LATINO (of any race)		
Mexican	2,911	6.5%
Puerto Rican	220	0.5%
Cuban	3	0.0%
Other Hispanic or Latino	379	0.9%

## 8.2 AGE & SEX

The following table was completed using data from Census Table S0101, Age Groups and Sex.

**“American Community Survey (Acs) 2024, 5-Year Estimates”**

Age	Number			Percent		
	Both sexes	Male	Female	Both sexes	Male	Female
Total Population	44,499	21,231	23,268	X	X	X
Under 5 years	2,121	960	1,161	4.8%	4.5%	5.0%
Under 18 years	8,515	4,204	4,311	19.1%	19.8%	18.5%
65 years and over	11,412	5,225	6,187	25.6%	24.6%	26.6%
<b>Median Age</b>	<b>47.7</b>	<b>46.4</b>	<b>49.1</b>			

## 8.3 DISABILITY

The following table was completed using data from Census Table S1810, Disability Characteristics:

**“American Community Survey (Acs) 2024, 5-Year Estimates”**

Subject	Total		With a Disability		Percent with a Disability	
	Estimate	Margin of Error +/-	Estimate	Margin of Error +/-	Estimate	Margin of Error +/-
Total civilian noninstitutionalized population	44,141	+16	7,532	+542	17.1%	+1.2
Population under 5 years	2,120	+41	53	+72	2.5%	+3.4
Population 5 to 17 years	6,390	+29	0	+29	0.0%	+0.7
Population 18 to 64 years	24,466	+90	703	+186	2.9%	+0.8
Population 65 years and over	11,165	+78	1,950	+299	17.5%	+2.7
SEX						
Male	21,068	+111	3,479	+307	16.5%	+1.5
Female	23,073	+110	4,053	+364	17.6%	+1.6
RACE AND HISPANIC OR LATINO ORIGIN						
White	30,089	+521	5,021	+457	16.7%	+1.5
Black or African American	10,096	+313	2,094	+265	20.7%	+2.8
American Indian and Alaska Native	86	+76	12	+12	14.0%	+17.6
Asian	118	+84	12	+23	10.2%	+18.0
Native American and Other Pacific Islander	30	+40	6	+12	20.0%	+17.6
Some other Race	1,016	+375	39	+63	3.8%	+5.4
Two or more races	2,706	+665	348	+119	12.9%	+4.6
Hispanic or Latino	3,508	+12	195	+79	5.6%	+2.3

## 8.4 POVERTY

The following table was completed using data from Census Table S1701, Poverty Status in the Past 12 Months:

**“American Community Survey (Acs) 2024, 5-Year Estimates”**

Subject	Total		Below poverty level		Percent below poverty level	
	Estimate	Margin of Error +/-	Estimate	Margin of Error +/-	Estimate	Margin of Error +/-
Population for whom poverty status is determined	43,881	+143	7,820	+779	17.8%	+1.8
AGE						
Under 18	8,241	+151	2,302	+354	27.9%	+4.2
18 to 64	24,475	+92	4,090	+502	16.7%	+2.1
65 years and over	11,165	+78	1,428	+287	12.8%	+2.6
SEX						
Male	20,948	+114	3,103	+438	14.8%	+2.1
Female	22,933	+142	4,717	+499	20.6%	+2.2
RACE AND HISPANIC OR LATINO ORIGIN						
White	30,092	+521	3,062	+565	10.2%	+1.8
Black or African American	10,096	+313	3,719	+630	36.8%	+6.0
American Indian and Alaska Native	86	+76	12	+12	14.0%	+17.6
Asian	118	+84	36	+49	30.5%	+30.8
Native American and Other Pacific Islander	30	+40	0	+29	0.0%	+61.9
Some other Race	974	+334	383	+227	39.3%	+20.2
Two or more races	2,443	+652	507	+277	20.8%	+11.4
Hispanic or Latino	3,245	+146	976	+354	30.1%	+10.9
RACE AND HISPANIC OR LATINO ORIGIN						
All individuals below:						
50 percent of poverty level	2,985	+507	X	X	X	X
125 percent of poverty level	9,969	+832	X	X	X	X
150 percent of poverty level	11,983	+1,020	X	X	X	X
185 percent of poverty level	15,321	+949	X	X	X	X
200 percent of poverty level	16,135	+949	X	X	X	X

**8.5 HOUSEHOLD INCOME**

The following table was completed using data from Census Table S1901, Income in the Past 12 Months (In 2023 Inflation-Adjusted Dollars):

**“American Community Survey (Acs) 2024, 5-Year Estimates”**

Subject	Households	
	Estimate	Margin of Error +/-
Total	19,385	+464
Less than \$10,000	5.4%	+1.2
10,000 TO 14,999	7.5%	+1.8
\$15,000 to \$24,999	10.2%	+1.7
\$25,000 to 34,999	8.9%	+1.6
\$35,000 to \$49,999	11.5%	+1.7
\$50,000 to \$74,999	17.6%	+2.3
\$75,000 to \$99,999	12.5%	+1.6
\$100,000 to \$149,999	14.9%	+1.8
\$150,000 to \$199,999	6.0%	+1.2
\$200,000 or more	5.5%	+1.0
Median income (dollars)	58,357	+3,205
Mean income (dollars)	78,141	3,567

**8.6 LIMITED ENGLISH PROFICIENCY POPULATIONS**

Refer to Appendix D for the table.

Subject	Total		Percent
	Estimate	Margin of Error +/-	Percent
All Households	39753	+403	93.8%
Households speaking:			
Spanish	2,268	+387	5.4%

**8.7 POPULATION LOCATIONS**

Federal-aid recipients are required to identify the characteristics and locations of populations they serve, particularly by race/ethnicity, poverty and limited English proficiency. We will document this narratively or through maps that overlay boundaries and demographic features on specific communities, and provide this information to NCDOT, upon request.

**9.0 TITLE VI EQUITY ANALYSES (AND ENVIRONMENTAL JUSTICE ASSESSMENTS)**

**Title VI Equity Analyses.** In accordance with FTA Circular 4702.1B, a Title VI equity analysis will be conducted whenever we construct a facility, such as a vehicle storage facility, maintenance facility, or operation center. The equity analysis will be conducted during the planning stage, with regard to the location of the facility, to determine if the project could result in a disparate impact to minority communities based on race, color or national origin. Accordingly, we will look at various alternatives before selecting a site for the facility. Project-specific demographic data on potentially affected communities and their involvement in decision-making activities will be documented. Title VI Equity Analyses will remain on file indefinitely, and copies will be provided to NCDOT, upon request, during compliance reviews or complaint investigations.

**Environmental Justice Analyses.** As required by FTA C 4703.1, environmental justice (EJ) analyses will be conducted to determine if our programs, policies, or activities will result in disproportionately high and adverse human health and environmental effects on minority populations and low-income populations. EJ applies to our projects, such as when we construct or modify a facility, and our policies, such as when there will be a change in service, amenities or fares. Thus, we will look at various alternatives and seek input from potentially affected communities before making a final decision. Demographic data will be collected to document their involvement in the decision-making process. EJ analyses will remain on file indefinitely, and copies will be provided to NCDOT, upon request, during compliance reviews or complaint investigations.

## 10.0 PUBLIC INVOLVEMENT

### 10.1 INTRODUCTION

Effective public involvement is a key element in addressing Title VI in decision-making. This **Public Participation Plan** describes how BCDC will disseminate vital agency information and engage the public. We will seek out and consider the input and needs of interested parties and groups traditionally underserved by transportation systems who may face challenges accessing our services, such as minority and limited English proficient (LEP) persons. Underlying these efforts is our commitment to determining the most effective outreach methods for a given project or population.

General public involvement practices will include:

- Attending community organization meetings and events.
- Providing written informational materials at various events and locations.

### 10.2 PUBLIC NOTIFICATION

Passengers and other interested persons will be informed of their rights under Title VI and related authorities with regard to our program. The primary means of achieving this will be posting and disseminating the policy statement and notice as stipulated in Sections 3.0 and 4.0, respectively. Additional measures may include verbally announcing our obligations and the public's rights at meetings, placing flyers at places frequented by targeted populations, and an equal opportunity tag-on at the end of radio announcements. The method of notification will be determined through an initial screening of the area.

### 10.3 DISSEMINATION OF INFORMATION

Information on Title VI and other programs will be crafted and disseminated to employees, contractors and subrecipients, stakeholders, and the general public. Public dissemination efforts may vary depending on factors present, but will generally include: posting public statements setting forth our nondiscrimination policy in eye-catching designs and locations; placing brochures in public places, such as government offices, transit facilities, and libraries; having nondiscrimination language within contracts; including nondiscrimination notices in meeting announcements and handouts; and displaying our Notice of Nondiscrimination at all our public meetings.

At a minimum, nondiscrimination information will be disseminated on our website and on posters in conspicuous areas at our office(s). Project-related information and our most current Title VI-related information will be maintained online.

### 10.4 MEETINGS AND OUTREACH

There is no one-size-fits-all approach to public involvement. A variety of comprehensive and targeted public participation methods will be used to facilitate meaningful public involvement. Methods for engaging

stakeholders and target audiences, including traditionally underserved and excluded populations (i.e., minorities, youth, low-income, the disabled, etc.) will include the following:

#### Public Relations and Outreach

Public relations and outreach (PRO) strategies aim to conduct well-planned, inclusive and meaningful public participation events that foster good relations and mutual trust through shared decision-making with the communities we serve.

- We will seek out and facilitate the involvement of those potentially affected.
- Media plans will typically involve multiple channels of communication like mailings, radio, TV, and newspaper ads.
- Abstract objectives will be avoided in meeting announcements. Specific “attention-grabbing” reasons to attend will be used, such as “Help us figure out how to relieve congestion on [corridor name]” or “How much should it cost to ride the bus? Let us know on [date].”
- Efforts will be made to show how the input of participants can, or did, influence final decisions.
- We will do our best to form decision-making committees that look like and relate to the populations we serve.
- We will seek out and identify community contacts and partner with local community- and faith-based organizations that can represent, and help us disseminate information to, target constituencies.
- Demographic data will be requested during public meetings.

#### Public Meetings

“Public meeting” refers to any meeting open to the public, such as hearings, charrettes, open house and board meetings.

- Public meetings will be conducted at times, locations, and facilities that are convenient and accessible.
- Meeting materials will be available in a variety of predetermined formats to serve diverse audiences.
- An assortment of advertising means may be employed to inform the community of public meetings.
- Assistance to persons with disabilities or limited English proficiency will be provided, as required.

#### Small Group Meetings

A small group meeting is a targeted measure where a meeting is held with a specific group, usually at their request or consent. These are often closed meetings, as they will typically occur on private property at the owner’s request.

#### Community Surveying

- Opinion surveys will occasionally be used to obtain input from targeted groups or the general public on their transportation needs, the quality or costs of our services, and feedback on our public outreach efforts.
- Surveys may be conducted via telephone, door-to-door canvassing, at community fairs, by placing drop boxes in ideal locations, or with assistance from other local agencies like social services.
- Surveys will be translated into languages other than English, when appropriate.

### **10.5 LANGUAGE ACCESS PLAN**

Limited English Proficient (LEP) persons are individuals for whom English is not their primary language and who have a limited ability to read, write, speak, or understand English. These individuals reported to the U.S. Census Bureau that they speak English less than very well.

To comply with USDOT, this section of our Title VI Plan outlines the steps we will take to ensure meaningful access by LEP persons to all benefits, services and information provided under our programs

and activities. A four-factor analysis was conducted to determine the LEP language groups present in our planning area and the specific language services that are needed.

**Four Factor Analysis**

This Four Factor Analysis is an individualized assessment that balances the following four factors:

- (1) The number or proportion of LEP persons eligible to be served or likely to be encountered by a program, activity, or service of the recipient or grantee;
- (2) The frequency with which LEP individuals come in contact with the program;
- (3) The nature and importance of the program, activity, or service provided by the recipient to people's lives; and
- (4) The resources available to the recipient and costs.

**Factor #1: *The number or proportion of LEP persons eligible to be served or likely to be encountered by the program, activity, or service of the recipient.***

LANGUAGE SPOKEN AT HOME	Estimate	Margin of Error	Percent of Population	Margin of Error
<b>Total (population 5 years and over):</b>	<b>42,378</b>	<b>+/- 41</b>	<b>100%</b>	<b>(X)</b>
Speak only English	39,753	+/- 403	93.8%	+/- 1.0%
Spanish or Spanish Creole:	2,367	+/- 398	5.6%	+/- 0.9%
Speak English "very well"	1,315	+/- 339	58%	+/- 10.4%
Speak English less than "very well"	953	+/- 276	42%	+/-10.4 %

Even though the census data shows that Beaufort County narrowly exceeds the threshold for Spanish speaking population, BCDC has prepared documents in Spanish so they are available upon request. A screenshot of the entire table from the American Community Survey 2024 is at the end of this Plan.

**Factor #2: *The frequency with which LEP individuals come in contact with the program.***

There is one bi-lingual passenger that we currently carry who has no difficulty with the English language. She is a student at the local community college and travels four days a week. In all of the marketing presentations that have been done on behalf of the transportation system, there has never been anyone attending that asked for Spanish interpretation.

**Factor #3: *The nature and importance of the program, activity, or service provided by the recipient to people's lives.***

The college students would be the most opportune time for the transportation system to encounter Spanish speaking individuals. Looking at the data provided and with the passengers currently being transported, most of the individuals in Beaufort County speak English enough to communicate with whomever they need.

**Factor #4: *The resources available to the recipient and costs.***

BCDC has a strong relationship with the community college for possible assistance with translating English into Spanish. Also, the TAB chair is Hispanic, thus bilingual, and is very willing to assist with translations. Both of these resources are at no charge to BCDC. We are currently using the Google translator until we determine that it is not adequate for our needs.

## **LANGUAGE ASSISTANCE PLAN**

As a result of the above four factor analysis, a Language Assistance Plan (Plan) was required. This Plan represents our commitment to ensuring nondiscrimination and meaningful access by persons who are Limited English Proficient (LEP). This Plan also details the mechanisms we will use to reach LEP persons and the language assistance services we provide. We will provide services to any person, upon request. If an individual is LEP, we will work with the individual to ensure they receive the needed transportation service. Our employees will be routinely oriented on the principles and practices of Title VI and LEP to ensure fairness in the administration of this Plan.

### **Language Assistance Measures**

The following general language assistance measures are reasonable and achievable for our organization at this time:

- Vital documents—such as brochures with service times and routes—can be translated into Spanish as requested.
- Making a concerted effort to inform LEP persons of available language assistance via relationship-building with organizations.
- Providing translation and interpretive services when appropriate (upon request or predetermined) prior to meetings.
- Determining how best to take public involvement to LEP groups directly, including through small group meetings.
- Where possible, utilizing or hiring staff who speak a language other than English and can provide competent language assistance.
  - Note: We will not ask community-based organizations (CBO) to provide, or serve as, interpreters at our meetings. Relying upon CBOs in that capacity could raise ethical concerns. If a CBO decides (on its own) to translate any materials for its constituents, or bring interpreters it trusts to our meetings, we will not object. That is their right.
- Using language identification flashcards to determine appropriate services.
- Establishing a process to obtain feedback on our language assistance measures.

### **Written Translation and Oral Interpretation**

Vital documents will be translated for each eligible LEP language group in our service area that constitutes 5% or 1,000, whichever is less, of the population of persons eligible to be served or likely to be encountered. Translated materials will be placed online and in appropriate public (or private) places accessible to LEP persons. The safe harbor provisions apply to the translation of written documents only, and do not affect the requirement to provide meaningful access to LEP individuals through competent oral interpreters where oral language services are needed and are reasonable. When appropriate, translation of any document will be communicated orally in the appropriate language.

In the event that the 5% trigger is reached for a LEP language group that is fewer than 50 persons, written notice will be provided in the primary language of that group of the right to receive competent oral interpretation of vital written materials, free of cost. The most effective method of notice, which could be an ad in the local newspaper or other publication, a radio commercial, or door hangers, will be determined in consideration of the circumstances on the ground and in coordination with LEP community contacts.

### **Staff Support for Language Assistance**

- Agency staff will be provided a list of referral resources that can assist LEP persons with written translation and oral interpretation, including the Title VI Officer. This list will be updated as needed to remain current.

- Training: All employees will be instructed on our procedures for providing timely and reasonable assistance to LEP persons. New employee orientation will also explain these procedures to new hires. Staff routinely encountering LEP persons by telephone or in person will receive annual refresher training. All other employees will be reminded of LEP through annual Title VI program acknowledgements (Section 5.0) and basic Title VI trainings (Section 11.0).

#### Project-Specific LEP Outreach

A project-specific four factor analysis will be conducted for any project or outreach event limited to a specific geographical area (i.e., the project study area or outreach area, respectively). Language assistance will be provided in accordance with the measures already outlined, including translating written materials for each LEP language group that is 5% or 1,000, whichever is less, of the project or outreach area population.

#### Monitoring and Updating the LAP

Monitoring of daily interactions with LEP persons will be continuous, thus language assistance techniques may be refined at any time. This Plan will be periodically reviewed—at least annually—to determine if our assistance measures and staff training are working. Resource availability and feedback from agency staff and the general public will be factors in the evaluation and any proposed updates. To the best of our ability, we will attempt to never eliminate a successful existing LEP service. Significant LEP program revisions will be approved or adopted by our board or designated official and dated accordingly. LEP data and procedures will be reviewed and updated at least once every three years.

## 10.6 DEMOGRAPHIC REQUEST

The following form was used to collect required data on Key Community Contacts and nonelected committee members.

Beaufort County Developmental Center, Inc. is required by Title VI of the Civil Rights Act of 1964 and related authorities to record demographic information on members of its boards and committees. Please provide the following information:

<p><b>Race/Ethnicity:</b></p> <p><input type="checkbox"/> White</p> <p><input type="checkbox"/> Black/African American</p> <p><input type="checkbox"/> Asian</p> <p><input type="checkbox"/> American Indian/Alaskan Native</p> <p><input type="checkbox"/> Native Hawaiian/Pacific Islander</p> <p><input type="checkbox"/> Hispanic/Latino</p> <p><input type="checkbox"/> Other (please specify): _____</p>	<p><b>National Origin:</b> (if born outside the U.S.)</p> <p><input type="checkbox"/> Mexican</p> <p><input type="checkbox"/> Central American: _____</p> <p><input type="checkbox"/> South American: _____</p> <p><input type="checkbox"/> Puerto Rican</p> <p><input type="checkbox"/> Chinese</p> <p><input type="checkbox"/> Vietnamese</p> <p><input type="checkbox"/> Korean</p> <p><input type="checkbox"/> Other (please specify): _____</p>
<p><b>Gender:</b> <input type="checkbox"/> Male <input type="checkbox"/> Female</p>	<p><b>Age:</b></p> <p><input type="checkbox"/> Less than 18 <input type="checkbox"/> 45-64</p> <p><input type="checkbox"/> 18-29 <input type="checkbox"/> 65 and older</p> <p><input type="checkbox"/> 30-44</p>
<p><b>Disability:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p><b>I choose not to provide any of the information requested above:</b> <input type="checkbox"/></p>	

Completed forms will remain on file as part of the public record. For more information regarding Title VI or this request, please contact the Beaufort County Developmental Center at 252.945.0151 or Elena Cameron by email at [ecameron@bcdcsolutions.org](mailto:ecameron@bcdcsolutions.org)

Please sign below acknowledging that you have completed this form.

Thank you for your participation!

**Name (print):** \_\_\_\_\_

**Signature:** \_\_\_\_\_

### Implementation

- Forms will be completed prior to NCDOT Title VI reviews and remain on file for three years.
- If a member, for whatever reason, selects "I choose not to provide any of the information requested above," this will be accepted as a **completed** form.
- If a member chooses not to provide any of the information on the form, the Title VI Coordinator will be permitted to indicate that member's race and gender, based on the Coordinator's best guess.
- Once a new member submits this form, the Demographic Request Table for the associated committee will be updated.

## 10.7 KEY COMMUNITY CONTACTS

Contact Name	Community Name	Interest or Affiliation	Also a Committee Member? (Y/N)
Marie Moore	DSS	Spanish Interpreter	No
Stacey Gerard	Beaufort County Comm. College	College Director	No
Mariana Rolinsky	Agape	Agape Director, TAB Chair	Yes

Contact information for key community contacts is not public information and is maintained outside of this document. Any staff member who wishes to contact any individual listed above must request that information from the Title VI Coordinator.

## 10.8 SUMMARY OF OUTREACH EFFORTS MADE SINCE THE LAST TITLE VI PROGRAM SUBMISSION

The following format is used to document BCDC's outreach efforts in reports to NCDOT. All meetings and disseminations of information capture information for the table below:

Meeting Date	Meeting Time	Meeting Purpose	Target Audience	Information Disseminated
Quarterly	10:30	Local Emergency Planning Committee	Agency Representatives	Safety, Training, Emergency Assistance
Throughout the Year	Varies	Community Events	General Public	Brochures, promo items for contact information
As requested throughout the year	Varies	Community organizations	Various Membership	Explanation of services, brochures

## 11.0 STAFF TRAINING

All employees will receive basic Title VI training at least once every three years. New hires will receive this training within 15 days of their start date. Basic training will cover all sections of this Plan and our overall Title VI obligations. Staff may receive specialized training on how Title VI applies to their specific work areas. Those who routinely encounter the public, such as office personnel, call center staff, and vehicle drivers, will receive annual refresher training. Trainings will be provided or organized by the Title VI Coordinator and will often coincide with updates to our nondiscrimination policies and procedures. Records of staff training, such as sign-in sheets and test scores, will remain on file for at least three years (and in personnel files).

## 12.0 NONELECTED BOARDS AND COMMITTEES – BY RACE AND GENDER

The table below depicts race and gender compositions for each of our nonelected (appointed) decision-making bodies. Member names and full demographics for each committee are available, upon request.

Body	Male %	Female %	Caucasian %	African American %	Asian American %	Native American %	Other %	Hispanic %
Service Area Population	47.5%	52.5%	68.8%	22.8%	0.3%	0%	6.9%	1.2%

Transit Advisory Board	25%	75%	75%	17%	0	0	0	8%
BCDC Board of Directors	67%	33%	83%	17%	0	0	0	0

Strategies for Representative Committees

Diversification goals will be provided to our nonelected boards and committees to help ensure that their membership mirrors our service area demographics, as adequately as possible. We will provide periodic updates on our outreach efforts at meetings. When there is an opening on a board or committee, we will ensure current members will be made aware of diversity goals.

**13.0 RECORD-KEEPING AND REPORTS**

As a subrecipient of FTA funds through NCDOT, we are required to submit a Title VI Program update to NCDOT every three years, on a schedule determined by NCDOT. Records will be kept to document compliance with the requirements of the Title VI Program. Unless otherwise specified, Title VI-related records shall be retained for three years. These records will be made available for inspection by authorized officials of the NCDOT and/or FTA. Reports on Title VI-related activities and progress to address findings identified during Title VI compliance reviews may also be provided, upon request. It will occasionally be necessary to update this Title VI Plan or any of its components (e.g., complaints, Public Involvement, and LEP). Updates will be submitted to NCDOT for review and approval and adopted by our Board when required.

In addition to items documented throughout this Plan, records and reports due at the time of compliance reviews or investigations may include:

Compliance Reviews

- Title VI Program Plan
- List of civil rights trainings provided or received
- Summaries from any *internal* reviews conducted
- Findings from reviews by any other *external* agencies
- Title VI equity analyses and EJ assessments
- Discrimination Complaints Log

Complaint Investigations

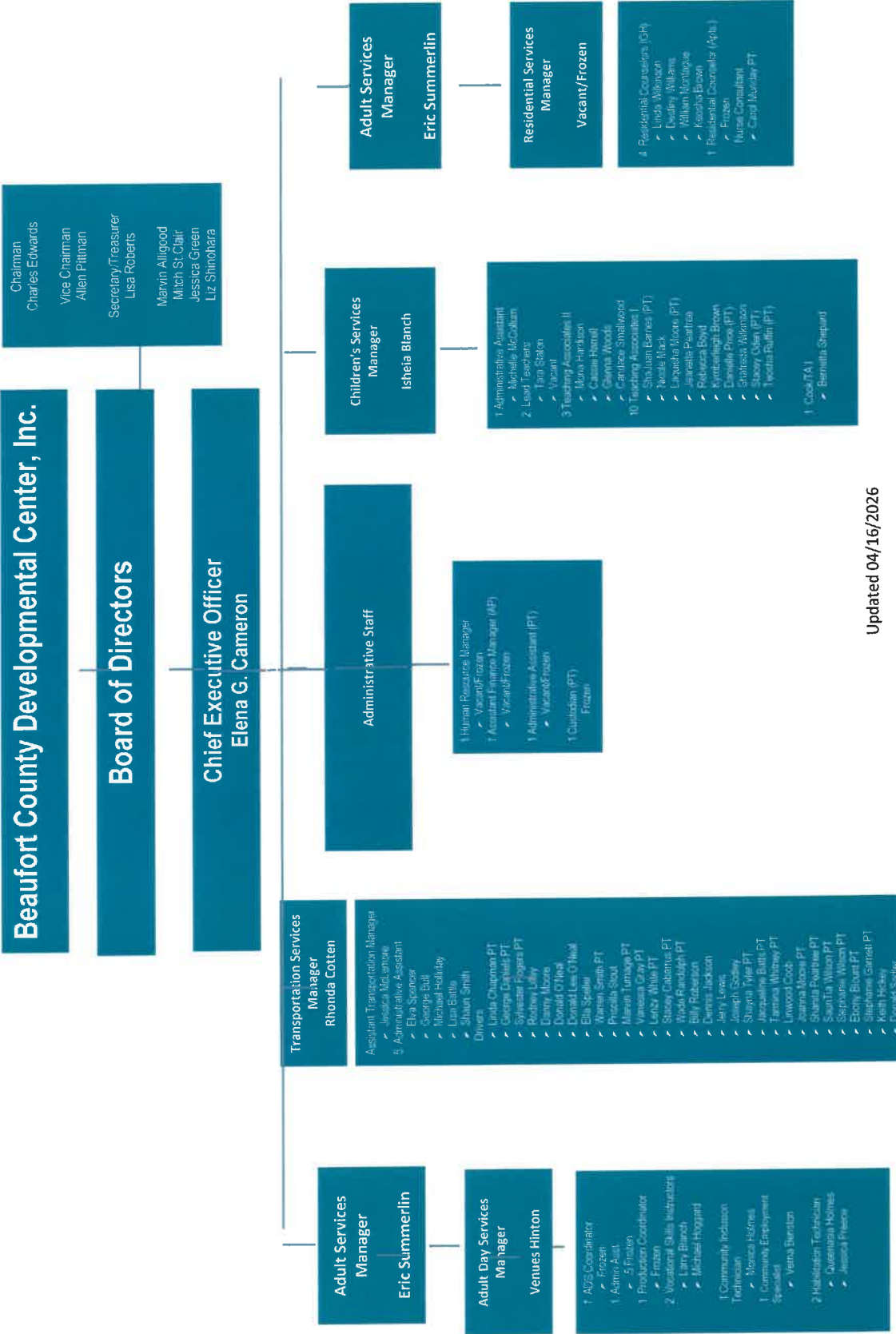
- Investigative Reports
- Discrimination complaint, as filed
- List of interviewees (names and affiliations)
- Supporting Documentation (e.g., requested items, photos taken, dates and methods of contact, etc.)

## Appendix A Applicable Nondiscrimination Authorities

During the implementation of this Title VI Program, the organization, for itself, its assignees and successors in interest, is reminded that it has agreed to comply with the following non-discrimination statutes and authorities, including but not limited to:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d *et seq.*, 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 *et seq.*).
- Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000e *et seq.*, Pub. L. 88-352), (prohibits employment discrimination on the basis of race, color, creed (religion), sex, or national origin);
- 49 CFR Part 26, regulation to ensure nondiscrimination in the award and administration of DOT-assisted contracts in the Department's highway, transit, and airport financial assistance programs;
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 *et seq.*), (prohibits discrimination on the basis of sex);
- Airport and Airway Improvement Act of 1982, (49 USC § 4 71, Section 4 7123), as amended, (prohibits discrimination based on race, creed (religion), color, national origin, or sex);
- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Federal transit laws, specifically 49 U.S.C. § 5332 (prohibiting discrimination based on race, color, religion, national origin, sex (including gender identity), disability, age, employment, or business opportunity).

# Organizational Chart



Updated 04/16/2026

**Appendix C**  
**NCDOT's Compliance Review Checklist for Transit**

<b>I. Program Administration (General Requirements)</b>	
<i>Requirement: FTA C 4702.1B – Title VI Requirements and Guidelines for FTA Recipients, Chapter III – General Requirements and Guidelines.</i>	
<b>Note:</b> Every NCDOT subrecipient receiving any of the FTA Formula Grants listed above must complete this section.	
Requested Items (Please attach electronic documents (.pdf, .doc, etc.) or provide links to online versions)	Completed
1. A copy of the recipient's <i>signed</i> NCDOT's Title VI Nondiscrimination Agreement	<input type="checkbox"/>
2. Title VI Policy Statement ( <i>signed</i> )	<input type="checkbox"/>
3. Title VI Notice to the Public, including a list of locations where the notice is posted-all vehicles, administrative offices, job application, brochure, etc.	<input type="checkbox"/>
4. Type the name and title of your Title VI Coordinator and attach a list of their Title VI duties <b>Name/Title:</b> Elena G. Cameron, CEO, Title VI Coordinator	<input checked="" type="checkbox"/>
5. Title VI Complaint Procedures (i.e., instructions to the public regarding how to file a Title VI discrimination complaint)	<input checked="" type="checkbox"/>
6. Title VI Complaint Form	<input checked="" type="checkbox"/>
7. List of transit-related Title VI investigations, complaints, and lawsuits (i.e., discrimination complaints log) NA	<input type="checkbox"/>
8. Public Participation Plan, including information about outreach methods to engage traditionally underserved constituencies (e.g., minorities, limited English proficient populations (LEP), low-income, disabled), as well as a summary of outreach efforts made since the last Title VI Program submission	<input checked="" type="checkbox"/>
9. Language Assistance Plan for providing language assistance to persons with limited English proficiency (LEP), based on the DOT LEP Guidance, which requires conducting four-factor analyses	<input checked="" type="checkbox"/>
10. A table depicting the membership of non-elected committees and councils, the membership of which is selected by the recipient, broken down by race, and a description of the process the agency uses to encourage the participation of minorities on such committees	<input checked="" type="checkbox"/>
11. A copy of board meeting minutes, resolution, or other appropriate documentation showing the board of directors or appropriate governing entity or official(s) responsible for policy decisions <b>reviewed and approved</b> the Title VI Program Approved	<input type="checkbox"/>
12. A description of the procedures the agency uses to ensure nondiscriminatory administration of programs and services	<input type="checkbox"/>
13. <b>If you pass through FTA funds to other organizations</b> , include a description of how you monitor your subrecipients for compliance with Title VI, and a schedule for your subrecipients' Title VI Program submissions. ➤ No Subrecipients <input checked="" type="checkbox"/>	<input type="checkbox"/>
14. A Title VI equity analysis <b>if you have constructed or conducted planning for a facility</b> , such as a vehicle storage facility, maintenance facility, operation center, etc. ➤ No Facilities Planned or Constructed <input type="checkbox"/>	<input type="checkbox"/>
15. Copies of environmental justice assessments conducted for <b>any construction projects during the past three years</b> and, if needed based on the results, a description of the program or other measures used or planned to mitigate any identified adverse impact on the minority or low-income communities	<input type="checkbox"/>

➤ No Construction Projects <input type="checkbox"/>	
16. If the recipient has undergone a Title VI Compliance Review in the last 3 years, please indicate the year of the last review and who conducted it. <b>Year/Agency: 2022/NCDOT</b>	<input type="checkbox"/>
<p><b>II. Transit Providers</b></p> <p><i>Requirement: FTA C 4702.1B, Chapter IV – Requirements and Guidelines for Fixed Route Transit Providers.</i></p> <p><b>Note:</b> All NCDOT subrecipients that provide <b>fixed route</b> public transportation services (e.g., local, express or commuter bus; bus rapid transit; commuter rail; passenger ferry) must complete this section.</p> <p>➤ <b>Not Applicable</b> <input type="checkbox"/> (Check this box if you do not provide <b>fixed route</b> services, and skip questions 17 and 18. This section does not apply to you if you <b>only</b> provide demand response services.)</p>	
<b>Requested Items</b> (Please attach electronic documents (.pdf, .doc, etc.) or provide links to online versions)	<b>Completed</b>
17. Service standards ( <b>quantitative measures</b> ) developed for <i>each specific fixed route mode</i> that the recipient provides (standards may vary by mode) must be submitted for each of the following indicators:	
<ul style="list-style-type: none"> <li>• Vehicle load for each mode (Can be expressed as the ratio of passengers to the total number of seats on a vehicle. For example, on a 40-seat bus, a vehicle load of 1.3 means all seats are filled and there are approximately 12 standees.)</li> </ul>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>• Vehicle headway for each mode (Measured in minutes (e.g., every 15 minutes), headway refers to the amount of time between two vehicles traveling in the same direction on a given line or combination of lines. A shorter headway corresponds to more frequent service. Service frequency is measured in vehicles per hour (e.g., 4 buses per hour).)</li> </ul>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>• On time performance for each mode (Expressed as a percentage, this is a measure of runs completed as scheduled. The recipient must define what is considered to be "on time." Performance can be measured against route origins and destinations only, or against origins and destinations as well as specified time points along a route.)</li> </ul>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>• Service availability for each mode (Refers to a general measure of the distribution of routes within a transit provider's service area, such as setting the maximum distance between bus stops or train stations, or requiring that a percentage of all residents in the service area be within a one-quarter mile walk of bus service. )</li> </ul>	<input type="checkbox"/>
18. Service policies ( <b>system-wide policies</b> ) adopted to ensure that service design and operations practices do not result in discrimination on the basis of race, color or national origin, must be submitted for each of the following:	
<ul style="list-style-type: none"> <li>• Transit amenities for each mode (e.g., benches, shelters/canopies, printed materials, escalators/elevators, and waste receptacles. <b>NOTE:</b> Attach this information <u>only</u> if you have decision-making authority over siting transit amenities or you set policies to determine the siting of amenities.)</li> </ul>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>• Vehicle assignment for each mode (Refers to the process by which transit vehicles are placed into service throughout a system. Policies for vehicle assignment may be based on the type or age of the vehicle, where age would be a proxy for condition, or on the type of service offered.)</li> </ul>	<input type="checkbox"/>

Appendix D

“American Community Survey (Acs) 2024, 5-Year Estimates”

Beaufort County, North Carolina												
	Total		Percent		Percent of specified language speakers							
					Speak English only or speak English "very well"		Percent speak English only or speak English "very well"		Speak English less than "very well"		Percent speak English less than "very well"	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population 5 years and over	42,378	±41	(X)	(X)	41,217	±284	97.3%	±0.7	1,161	±287	2.7%	±0.7
Speak only English	39,753	±403	93.8%	±1.0	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Speak a language other than English	2,625	±409	6.2%	±1.0	1,464	±348	55.8%	±9.2	1,161	±287	44.2%	±9.2
SPEAK A LANGUAGE OTHER THAN ENGLISH												
Spanish	2,268	±387	5.4%	±0.9	1,315	±339	58.0%	±10.4	953	±276	42.0%	±10.4
5 to 17 years old	522	±166	1.2%	±0.4	396	±191	75.9%	±19.8	126	±92	24.1%	±19.8
18 to 64 years old	1,653	±293	3.9%	±0.7	890	±311	53.8%	±15.6	763	±284	46.2%	±15.6
65 years old and over	93	±60	0.2%	±0.1	29	±36	31.2%	±30.5	64	±46	68.8%	±30.5
Other Indo-European languages	234	±100	0.6%	±0.2	112	±44	47.9%	±18.7	122	±81	52.1%	±18.7
5 to 17 years old	0	±29	0.0%	±0.1	0	±29	-	**	0	±29	-	**
18 to 64 years old	59	±58	0.1%	±0.1	37	±31	62.7%	±24.4	22	±30	37.3%	±24.4
65 years old and over	175	±81	0.4%	±0.2	75	±34	42.9%	±22.6	100	±73	57.1%	±22.6
Asian and Pacific Island languages	120	±89	0.3%	±0.2	34	±35	28.3%	±20.7	86	±65	71.7%	±20.7
5 to 17 years old	0	±29	0.0%	±0.1	0	±29	-	**	0	±29	-	**
18 to 64 years old	119	±89	0.3%	±0.2	34	±35	28.6%	±20.8	85	±65	71.4%	±20.8
65 years old and over	1	±2	0.0%	±0.1	0	±29	0.0%	±100.0	1	±2	100.0%	±100.0
Other languages	3	±5	0.0%	±0.1	3	±5	100.0%	±100.0	0	±29	0.0%	±100.0
5 to 17 years old	0	±29	0.0%	±0.1	0	±29	-	**	0	±29	-	**
18 to 64 years old	3	±5	0.0%	±0.1	3	±5	100.0%	±100.0	0	±29	0.0%	±100.0
65 years old and over	0	±29	0.0%	±0.1	0	±29	-	**	0	±29	-	**
CITIZENS 18 YEARS AND OVER												
All citizens 18 years old and over	34,852	±265	(X)	(X)	34,362	±288	98.6%	±0.4	490	±140	1.4%	±0.4
Speak only English	33,585	±204	96.4%	±0.8	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Speak a language other than English	1,267	±282	3.6%	±0.8	777	±280	61.3%	±12.1	490	±140	38.7%	±12.1
Spanish	919	±262	2.6%	±0.7	636	±266	69.2%	±14.2	283	±119	30.8%	±14.2
Other languages	348	±106	1.0%	±0.3	141	±55	40.5%	±11.3	207	±76	59.5%	±11.3