



## CITY OF LONGMONT

# Title VI Policy and Plan

### Non-Discrimination Policy Statement

The City of Longmont affirms equity as a fundamental value and seeks to build a community where outcomes are independent of one's identity.

We recognize the social, economic and political forces that have historically and systemically shaped and limited access to opportunities and resources, and we commit to transforming systems to support equitable access to opportunities, resources and power. We will engage in the continual reevaluation and iterative transformation that is the foundation of an equitable community.

It is the policy of the City of Longmont that no person shall, on the grounds 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 as provided by Title VI of the Civil Rights Act of 1964 and other applicable law.

Any person who believes she or he has been subjected to discrimination under Title VI may file a complaint. The City of Longmont has developed Title VI complaint procedures to ensure prompt resolution of any disputes. Complaints will be reviewed and potentially investigated, and complainants will be notified of the results of such review and any investigation in accordance with City policy and applicable law.

### Organization, Staffing, and Structure

The City Manager is ultimately responsible for assuring compliance with the provisions of Title VI of the Civil Rights Act of 1964, and has directed that non-discrimination is required of all City employees, contractors, and agents.

The City Manager has designated the Community and Neighborhood Resources Director to serve as the Title VI Coordinator and ensure implementation of the City's Title VI program. The position of Community and Neighborhood Resources Director is located within the Shared Services Administrative Department and reports to the Assistant City Manager.

The Title VI Coordinator is responsible for:

- Developing a Title VI plan and any required annual reporting;
- Developing procedures for the prompt processing and disposition of complaints;
- Compiling a complaint log, and reporting to applicable regulatory authorities if necessary;
- Developing procedures for the collection and analysis of statistical data;

- Developing a program to conduct Title VI reviews of program areas;
- Conducting Title VI assessments of pertinent program areas;
- Developing Title VI information for dissemination.

## **Primary Program Area Descriptions & Review Procedures**

The City of Longmont receives a variety of federal funding, including from the Federal Highway Administration, the Federal Transit Administration, and the Federal Aviation Administration. This funding is administered through the City's External Services Department and Utilities and Public Works Department.

### **FHWA Funding and Roadway Construction, including Right of Way Acquisition.**

Roadway construction and maintenance projects are undertaken based on assessment of traffic and safety needs in compliance with Title VI and non-discrimination laws, and consistent with available funding. Information about capital improvement projects is published on Longmont's website and available for public review:

<https://longmontcolorado.gov/accessibility/title-vi-policy-and-plan/>.

Longmont complies with all applicable federal and state regulations regarding right of way acquisitions. Projects are subject to competitive bidding. The City of Longmont works to ensure that any required non-discrimination federal contract provisions are included in agreements with contractors.

### **FTA Funding and City Transit Program**

The City of Longmont receives federal funding for an on-demand microtransit program, RIDE Longmont. The program is operated and maintained by a contracted, third party operator, Via Transportation, Inc. Via owns and operates the RIDE Longmont vehicles, and employs or otherwise contracts directly with drivers. The City works with Via on the scope of services as outlined in the contract, and provides oversight to help ensure compliance with applicable laws and regulations.

The RIDE Longmont service provides shared, public rides and is available to the general public. RIDE Longmont does not discriminate in its service or activities. It operates solely within the City planning area boundaries. The microtransit program complies with each of the Title VI responsibilities and complaint procedures as outlined in this document.

### **FAA Funding and Airport Operations**

The City of Longmont receives FAA funding as part of its ownership and operation of the Vance Brand Municipal Airport. The City does not discriminate in any of its airport programs or activities, and complies with all applicable federal regulations. The City works to ensure that any required non-discrimination federal contract provisions are included in agreements with contractors. The City of Longmont is currently waiting on additional FAA guidance regarding Title VI requirements.

## **Title VI Complaint Procedures**

Who is eligible to file a complaint?

Anyone who believes they have been excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any City of Longmont program or activity because of their race, color, or national origin may file a complaint.

How do you file a complaint?

Complaints must be filed in writing within 180 days from the last date of the alleged discrimination. However, contact the City of Longmont Title VI Coordinator if you believe your complaint may fall outside this deadline.

Reasonable efforts will be made to assist persons with disabilities, non-English speakers, and others unable to file a written complaint. For assistance in filing a complaint, please contact the City of Longmont's Title VI Coordinator.

Complaints may be submitted via mail, email, or in person to:  
Adriana Perea, Community and Neighborhood Resources, Title VI Coordinator  
350 Kimbark St. Longmont CO, 80501  
[Adriana.Perea@longmontcolorado.gov](mailto:Adriana.Perea@longmontcolorado.gov)  
303-651-8721

Depending on the federal funding involved, complaints may also be filed directly with the following agencies, or the applicable federal agency:

Colorado Department of Transportation Civil Rights & Business Resource Center 2829 W. Howard Place, Suite 139  
Denver, CO 80204 [dot\\_civilrights@state.co.us](mailto:dot_civilrights@state.co.us) Phone: (800) 925-3427  
Fax: (303) 952-7088

Federal Highway Administration, Colorado Division 12300 West Dakota Avenue, Suite 180  
Lakewood, Colorado 80228  
Phone: (720) 963-3000  
Fax: (720) 963-3001

Federal Transit Administration  
FTA Office of Civil Rights 1200 New Jersey Avenue, SE  
Washington, DC 20590

U.S. Department of Justice  
Civil Rights Division  
950 Pennsylvania Avenue, NW  
Washington, DC 20530

What happens after a complaint is filed?

The City of Longmont will record any Title VI complaint received, and forward any Title VI complaints to applicable regulatory agencies as required by applicable law and regulations, including, if necessary, FHWA, FTA, FAA, CDOT, or the DOJ. The City of Longmont will work with applicable regulatory agencies to determine if it has jurisdiction to review and investigate the complaint.

Complainants are encouraged, but not required, to use the following complaint form when filing a Title VI complaint with the City of Longmont. At a minimum, each complaint should contain a written explanation of the alleged discrimination, complainant's contact information, the basis of the complaint (e.g., race, color, national origin), the names of specific individuals or agencies involved, sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity of the City, and date(s) of the alleged discrimination.

If the City of Longmont is responsible for investigation of the complaint, it will work to resolve the complaint within 180 days. The City of Longmont may, after consultation with the City Attorney's Office, request additional information from the complainant, set a hearing, designate a hearing officer, or take other appropriate action to resolve the complaint. The City of Longmont will issue a written letter of its findings after conclusion of review and/or investigation.

## Notice of Rights

The following notice is placed on the City of Longmont's website and posted at the City's Civic Center. Alternative formats will be made available upon request for people who are blind or have low vision or require translation to a language other than English.

### Your Rights Against Discrimination under Title VI of the Civil Rights Act of 1964

The City of Longmont operates its programs and services without regard to race, color, or national origin. Anyone who believes they have been excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any City of Longmont program or activity because of their race, color, or national origin may file a Title VI discrimination complaint.

To file a Title VI discrimination complaint or request additional information or translation services, contact:

Adriana Perea, Community and Neighborhood Resources Director, Title VI Coordinator  
350 Kimbark St. Longmont CO, 80501  
[Adriana.Perea@longmontcolorado.gov](mailto:Adriana.Perea@longmontcolorado.gov)  
303-651-8721

Depending on the federal funding involved, complaints may also be filed directly with the following agencies:

Colorado Department of Transportation Civil Rights & Business Resource Center 2829 W. Howard Place, Suite 139  
Denver, CO 80204 dot\_civilrights@state.co.us Phone: (800) 925-3427  
Fax: (303) 952-7088

Federal Highway Administration, Colorado Division 12300 West Dakota Avenue, Suite 180  
Lakewood, Colorado 80228  
Phone: (720) 963-3000  
Fax: (720) 963-3001

Federal Transit Administration  
FTA Office of Civil Rights 1200 New Jersey Avenue, SE  
Washington, DC 20590

U.S. Department of Justice  
Civil Rights Division  
950 Pennsylvania Avenue, NW  
Washington, DC 20530

## **Transit Related Title VI Investigations and Lawsuits**

The City of Longmont is not aware of any transit related Title VI investigations, complaints, and/or lawsuits involving the City.

## **Title VI Training**

Title VI training is provided to staff as needed and/or requested.

In 2001, the Longmont Community Involvement Manual was originally developed to encourage and welcome community members to be involved in all aspects of city government. Staff has worked on platforms such as Engage Longmont, community involvement training for staff and other elements to integrate this approach. City staff has updated the manual to integrate current best practices, including integrating equity tools into community involvement and completed employee training of project managers and engineers. Community Engagement includes checklists and trainings on the basics of community engagement skills are offered to all staff on an ongoing basis.

In late 2019, the City launched an internal equity team to create an organization and community where one's identity does not predict one's outcomes and that actively fosters social equity. There are currently 28 members from across all departments. Regular membership election occurs yearly. The Equity coordinator is working with division to develop equity plans and address equity staff capacity within teams and division. In 2024 the Equity Team launched the city-wide employee training:

**Cultural Attributes Training:** The purpose of this training is to ensure that all city employees understand and embody the cultural attributes that reflect our community's values and diversity. This initiative, launched by the equity team under the leadership of our city manager, is part of our ongoing efforts to enhance employee retention. By fostering an inclusive and culturally competent work environment, we aim to create a supportive atmosphere where all employees feel valued and respected.

In conjunction with the training the Sense of Belonging Survey was created with the intended to gauge how employees feel the city is doing at embodying the employee attributes set out by the City's Culture Change Task Force in 2015. Alongside these city attributes—respect, integrity, service, enjoyment, communication, accountability, creativity, teamwork, action, balance, appreciation, leadership, and learning—many are intrinsically connected to fostering equity across the organization. The Equity Team aims to utilize these findings to assess the sense of belonging within the workplace and to prioritize employee attributes.

## City of Longmont Title VI Complaint Form

Please complete this form to the best of your ability. If you need translation or other assistance, contact Adriana Perea, Community and Neighborhood Resources Director, Title VI Coordinator, at 303-651-8721.

Name:

Address:

City:

Zip:

Phone:

Email:

Basis of Complaint (circle all that apply):

Race
Color
National Origin

Who discriminated against you (if known)?

Name:

Name of Organization:

Address:

City:

Zip:

Phone:

How were you discriminated against? (Please provide specific details - attach additional pages if more space is needed)

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Where did the discrimination occur?

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Dates and times discrimination occurred?

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Were there any other witnesses to the discrimination?

Name	Organization/Title	Contact Information	Any other information

How would you like to see this situation resolved?

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Have you filed your complaint, grievance, or lawsuit with any other agency or court? If so, please provide additional details.

Do you have an attorney in this matter? If so, please provide contact information.

Signed \_\_\_\_\_ Date \_\_\_\_\_

## Data Collection

Recent research and analysis indicate that Longmont's population as of December 31, 2024, was 102,866. Absolute population growth in Longmont is flattening, with a total population increase of 0.5% between 2020 and 2024, though this does not translate into a decrease in the number of households, in fact quite the opposite.

The Longmont Planning Area Boundary includes unincorporated areas of Boulder County adjacent to the City and is used in transportation planning decisions and transit services. According to DRCOG's data tool, there are 121,066 people and 49,431 households within the Longmont Planning Area Boundary. There are 36,961 people of color, or approximately 30% of the population. There are 25,042 low-income individuals, or approximately 21% of the population. There are 5,561 people with limited English proficiency, or approximately 4.6% of the population. There are 13,631 persons with a disability, or 11% of the population. Housing cost burden households make up approximately 35% of the households. There are 1,836 households without a vehicle, or approximately 4% of all households.

## Public Participation

The City of Longmont actively encourages and supports inclusive public participation and processes. There are many opportunities for the public to be informed and participate in city activities and decisions. Residents can find more information about the City's Community Involvement webpage: <https://longmontcolorado.gov/public-information/community-involvement/>

In general, all meetings of City Council, as well as meetings of appointed Boards and Commissions, are open to the public. City Council meetings include multiple opportunities for both Longmont citizens and the broader public to make comments. Additionally, the City's twenty-four citizen and employee-based boards, committee, and commission meetings, including the Transportation Advisory Board and Airport Advisory Board, include public invited to be heard sections. City Council meetings are televised via the City's interactive online Agenda Management Portal as well as livestreamed on Longmont Public Media and the City's YouTube. Recordings of past meetings can be viewed by the public on the City's online Agenda Management Portal.

The City advertises and provides outreach to all residents for programs and public meetings through an online website, social media platforms, mailed newsletters, utility billing inserts and public posting at City offices. The City works on targeted outreach with community organizations to help reach all populations, such as seniors, people with disabilities, low-income and limited English proficiency speaking residents.

The City of Longmont employs the following methods to inform and engage the public regarding current and future transit programs and services:

1. Dedicated webpage for all transportation modes within Longmont: Information about bicycling, walking, vehicular travel and public transit in the City is provided in an easy-to-read format on one webpage: <https://longmontcolorado.gov/transportation-service/>.

2. Dedicated webpage providing in depth public transit information: Provides information on local services such as Ride Free Longmont, RTD's Flex Ride and Access-a-Ride, Via Mobility, and RIDE Longmont is posted. Information on regional services such as FLEX Bus and FasTracks is also posted. The webpage can be found at the following link: <https://longmontcolorado.gov/transportation/modes-of-travel/bus-transit-services/>.
3. Dedicated stand-alone website for RIDE Longmont service: The City's new on-demand microtransit service, RIDE Longmont, has a standalone website and support email. Customers may email the support line at [support-ridelongmont@ridewithvia.com](mailto:support-ridelongmont@ridewithvia.com) with comments, questions, or concerns regarding the service. This website also outlines the service's Anti-Discrimination Policy. <https://city.ridewithvia.com/longmon>.
4. Social Media Outreach: The City's social media channels are actively managed to inform community members about city service and programs and events, including public transportation and RIDE Longmont.
5. News and Media Outreach: The City proactively reaches out to local news outlets, magazines and newspapers with updated information on transportation services and programs, including RIDE Longmont. Residents can find the latest news on the City's website: <https://longmontcolorado.gov/news/>
6. City Newsletter: City Line is published monthly by the Longmont Public Information Office. The newsletter is mailed to all utility customers and posted online to the City's website. City Line is available in English and Spanish. Information about transportation services, including RIDE Longmont, are often included. Past City Line issues are available online at the following link: <https://longmontcolorado.gov/information/city-line-newsletter/>.
7. Electronic newsletters – The City provides an opportunity for residents to choose topics they are interested to receive information directly to their e-mail box: <https://longmontcolorado.us17.list-manage.com/subscribe?u=e16d7dc5bac002755d2dob744&id=4cf0c07cob>
8. Printed RTD Bus Schedules and Maps: The City provides printed bus schedules and routes for local services at many City buildings, including the Civic Center and Development Services Center. These are also brought to community outreach events.
9. Printed RIDE Longmont Brochures: The City provides printed informational brochures for the RIDE Longmont service at many City buildings, including the Civic Center, Senior Center, Airport, Library and Development Services Center. Brochures are available in English and Spanish. These are also brought to community outreach events.
10. Open Houses and Public Meetings: The City of Longmont uses in person and virtual open house and public meetings to gather feedback and input on transportation planning and services from residents. It is encouraged to hold open houses at times and locations that are convenient and accessible to people of all ages and abilities. Spanish interpretation and childcare services are available during public meetings.
11. Staff Presentations: City staff are available as resources permit to speak to the community about the City's transportation services and programs and attend broader community events. City staff collaborate with local schools, senior living facilities, the library, and other community organizations.
12. Transportation Advisory Board (TAB): The Transportation Advisory Board (TAB) meets monthly in a public forum to discuss current and future local transportation issues. The TAB advises City Council and City staff on transportation planning, programs, services, and the 5-year Capital Improvement Program (CIP). Members of the TAB are citizens of the City of Longmont and act as community liaisons. Additionally, the public is invited to be heard at each meeting.

## Language Access Plan

Individuals with a limited ability to read, write, speak or understand English are considered limited English proficient. This language barrier may prevent individuals from accessing City services and benefits. According to DRCOG data, the City of Longmont has approximately 5,561 residents with limited English proficiency. The City of Longmont routinely provides the following language resources for individuals with limited English proficiency seeking information on public transit:

1. City of Longmont Website Translation: The City of Longmont's website at large, including the transportation webpages, are able to be easily translated into Spanish by clicking on the "ES" button in the top right corner.
2. City Newsletter Translation: City Line is published monthly by the Longmont Public Information Office. The newsletter is mailed to all utility customers and posted online to the City's website. City Line is available in English and Spanish.
3. Live Translation Services: Live translation services are available for public meetings and open houses, including Spanish and American Sign Language. Live translation services are also available to anyone booking a ride on the City's microtransit service, RIDE Longmont, through the call center. The call center provides translation services for a large variety of languages.
4. Printed Translation Services: The City offers translation of printed materials such as informational brochures. RIDE Longmont informational brochures are available in English and Spanish. City staff are able to request translation of printed materials.
5. Digital Translation Services: The City offers translation of digital materials such as social media posts and emails. RIDE Longmont social media ads were posted in English and Spanish. The RIDE Longmont smartphone app is compatible in a variety of languages.
6. Internal Resources: The City has a bilingual team of employees who can provide translation and interpretation services, including staff who are proficient in American Sign Language (ASL). Language Line phone and video services are also available to assist with customer service.

## Membership of Non-Elected Committees and Councils

The majority of boards appointed by City Council operate in an advisory capacity to the Council. Most of the boards are made up of between five and seven members with at least one staff liaison and a secretary. Several of these boards also have a Council member sitting on the board as a member.

Advisory boards are standing committees and have specific areas for which they are responsible. Each board reviews, discusses and makes recommendations to Council on a variety of issues associated with its function. The issues reviewed by these boards may deal with City policies, budgets, fees, programs, services, etc. Recommendations from advisory boards are forwarded to the City Council by the staff liaison or Committee Chair.

The City Council has the final decision-making responsibility and must carefully weigh board recommendations with citizen, business owner, staff and other interested party comments to arrive at a decision that Council believes is in the overall best interest of the Longmont community.

With few exceptions, the meetings of City Council and any of its appointed boards are open to the public. Citizen participation is encouraged and welcomed at these meetings. Council and staff believe that the more involved citizens are in the early stages of program and legislation development, the better local government can meet the needs and expectations of the community.

### Transportation Advisory Board

A survey was sent out to the Transportation Advisory Board in August 2025 to collect information on race.

ANSWER CHOICES	RESPONSES
White	100.00% 4
Hispanic, Latino, or Spanish Origin	25.00% 1
American Indian or Alaska Native	0.00% 0
Asian	0.00% 0
Black or African American	0.00% 0
Middle Eastern or North African	0.00% 0
Native Hawaiian or other Pacific Islander	0.00% 0
Another race, ethnicity, or origin	0.00% 0
Prefer not to answer	0.00% 0
<b>Total Respondents: 4</b>	

### Title VI Equity Analysis

The City of Longmont has not constructed a vehicle storage facility, maintenance or operation facility as it relates to public transit service. Currently, vehicles for microtransit are stored on existing, City owned property. The City will be constructing a transit facility known as the 1<sup>st</sup> and Main Mobility Hub, scheduled to be completed in 2027. RTD operations and other transit services will utilize this space.

## Appendix A

The United States Department of Transportation (USDOT) Standard Title VI/Non-Discrimination Assurances

DOT Order No. 1050.2A

The City of Longmont, Colorado (herein referred to as the "Subrecipient"), HEREBY AGREES THAT, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through the Federal Highway Administration (FHWA), Federal Transit Administration (FTA), and Federal Aviation Administration (FAA), is subject to and will comply with the following:

### Statutory/Regulatory 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);  
49 C.F.R. Part 21 (entitled Non-discrimination In Federally-Assisted Programs Of The Department Of Transportation-Effectuation Of Title VI Of The Civil Rights Act Of 1964);  
28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

### General Assurances

In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Subrecipient hereby gives assurance that it will promptly take any measures necessary to ensure that:

"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity, for which the Subrecipient receives Federal financial assistance from DOT, including the FHWA, FTA, or FAA."

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Non-discrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these nondiscrimination statutes and requirements to include all programs and activities of the Subrecipient, so long as any portion of the program is Federally assisted.

### Specific Assurances

More specifically, and without limiting the above general Assurance, the Subrecipient agrees with and gives the following Assurances with respect to its Federally assisted FHWA, FTA, and FAA assisted programs:

The Subrecipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23(b) and 21.23(e) of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated, or will be (with regard to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.

The Subrecipient will insert the following notification in all solicitations for bids, Requests For Proposals for work, or material subject to the Acts and the Regulations made in connection with all FHWA, FTA and FAA programs and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

"The City of Longmont, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award."

The Subrecipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.

The Subrecipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Subrecipient.

That where the Subrecipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.

That where the Subrecipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.

That the Subrecipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Subrecipient with other parties:

for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and

for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.

That this Assurance obligates the Subrecipient 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 Subrecipient, or any transferee for the longer of the following periods:

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

the period during which the Subrecipient retains ownership or possession of the property.

The Subrecipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.

The Subrecipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this ASSURANCE, the City of Longmont also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the FHWA, FTA, and FAA's access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by the FHWA, FTA, or FAA. You must keep records, reports, and submit the material for review upon request to FHWA, FTA, or FAA, or its designee in a timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

City of Longmont gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the FHWA, FTA, and FAA. This ASSURANCE is binding on City of Longmont, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the FHWA, FTA, and FAA funded programs. The person(s) signing below is authorized to sign this ASSURANCE on behalf of the Subrecipient.

City of Longmont, Colorado

A handwritten signature in blue ink, appearing to read "Harold Dominguez", with a stylized flourish at the end.

Harold Dominguez  
City Manager  
10/21/25

## APPENDIX B

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:

**Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, (Title of Modal Operating Administration), as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.

**Non-discrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin 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.

**Solicitations for Subcontracts, 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 Non-discrimination on the grounds of race, color, or national origin.

**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 Subrecipient or the (Title of Modal Operating Administration) 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 Subrecipient or the (Title of Modal Operating Administration), as appropriate, and will set forth what efforts it has made to obtain the information.

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

withholding payments to the contractor under the contract until the contractor complies; and/or

cancelling, terminating, or suspending a contract, in whole or in part.

**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

Subrecipient or the (Title of Modal Operating Administration) 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 Subrecipient to enter into any litigation to protect the interests of the Subrecipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

## APPENDIX C

### CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance 4:

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the City of Longmont will accept title to the lands and maintain the project constructed thereon in accordance with (Name of Appropriate Legislative Authority), the Regulations for the Administration of (Name of Appropriate Program), and the policies and procedures prescribed by the (Title of Modal Operating Administration) of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation 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 City of Longmont all the right, title and interest of the U.S. 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 City of Longmont 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 will be binding on the City of Longmont its successors and assigns.

The City of Longmont, 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 no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]\* (2) that the City of Longmont will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended [, and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re- enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].\*

(\*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.)

## APPENDIX D

### CLAUSES FOR TRANSFER OF REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the City of Longmont pursuant to the provisions of Assurance 7(a):

The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her 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 property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.

With respect to licenses, leases, permits, etc., in the event of breach of any of the above Non-discrimination covenants, City of Longmont will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.\*

With respect to a deed, in the event of breach of any of the above Non-discrimination covenants, the City of Longmont will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the City of Longmont and its assigns.\*

(\*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)

## APPENDIX E

### CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED UNDER THE ACTIVITY, FACILITY OR PROGRAM

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by City of Longmont pursuant to the provisions of Assurance 7(b):

The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her 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 (1) no person on the ground of race, color, or national origin, will 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, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.

With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Nondiscrimination covenants, City of Longmont will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.\*

With respect to deeds, in the event of breach of any of the above Non-discrimination covenants, City of Longmont will there upon revert to and vest in and become the absolute property of City of Longmont and its assigns.\*

(\*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)

## APPENDIX F

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 non-discrimination statutes and authorities; including but not limited to:

### Pertinent Non-Discrimination 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, (prohibits discrimination based on race, creed, color, national origin, or sex);
- 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;
- 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);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of Limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- 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.).