

UNIVERSITY OF FLORIDA FMCSA APPLICANT TITLE VI PROGRAM
COMPLIANCE PLAN

Policy Statement

The University of Florida ("UF") certifies its commitment to ensure that no person shall on the basis of race, color, national origin, sex, age, or disability, be excluded from participation in, denied benefits of, or otherwise be subjected to discrimination under any and all programs, services, or activities administered by UF. As a recipient of federal financial assistance, UF will ensure full compliance with Title VI of the Civil Rights Act of 1964; comply with 49 C.F.R. part 21 and 49 C.F.R. part 303 and all related nondiscrimination authorities.

The Civil Rights Restoration Act of 1987 clarified Title VI and related nondiscrimination authorities to specify that entire institutions receiving Federal Funds must comply with Federal civil rights authorities, rather than just the particular programs or activities that receive funds. Federal Motor Carrier Safety Administration (FMCSA) Title VI Program Coordinator will be responsible for implementing the FMCSA Title VI Program. Additionally, Center Directors, and all other responsible personnel are directed to assist the Title VI Program Coordinator in the effective implementation of the Title VI Program.

The Associate Vice President for Research and Director of the Division of Sponsored Programs, an authorized official designated by the University of Florida has signed the FMCSA Title VI Program Assurance and will ensure that the University of Florida is compliant with all requirements.

University of Florida

_____ Date: _____
Stephanie Gray
Director of Division of Sponsored Programs

UNIVERSITY OF FLORIDA Title VI Program Assurances The United States Department of Transportation

Standard Title VI/Non-Discrimination Assurances

DOT Order No. 1050.2A

University of Florida (herein referred to as the “Recipient”), **HEREBY AGREES THAT**, as a condition to receiving any Federal financial assistance from the United States Department of Transportation (DOT), through the **Federal Motor Carrier Safety Administration (FMCSA)**, 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);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 *et seq.*), (prohibits discrimination on the basis of sex);
- Title IX of the Education Amendments of 1972, as amended, (20 U.S.C. § 1681 *et seq.*), (prohibits discrimination on the basis of sex in education programs or activities);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*), as amended, (prohibits discrimination on the basis of disability);
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);
- Americans with Disabilities Act of 1990, as amended, (42 U.S.C. § 12101 *et seq.*), (prohibits discrimination on the basis of disability);
- 49 C.F.R. part 21, including any amendments thereto (entitled *Nondiscrimination In Federally-Assisted Programs Of The Department Of Transportation—Effectuation Of Title VI Of The Civil Rights Act Of 1964*);
- 49 C.F.R. part 27 (entitled *Nondiscrimination On The Basis Of Disability In Programs Or Activities Receiving Federal Financial Assistance*);
- 49 C.F.R. part 28 (entitled *Enforcement Of Nondiscrimination On The Basis Of Handicap In Programs Or Activities Conducted By The Department Of Transportation*);
- 49 C.F.R. part 37 (entitled *Transportation Services For Individuals With Disabilities (ADA)*);
- 49 C.F.R. part 303 (FMCSA’s Title VI/Nondiscrimination Regulation);
- 28 C.F.R. part 35 (entitled *Discrimination On The Basis Of Disability In State And Local Government Services*);
- 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 Recipient 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, national origin, sex, age, or disability be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Recipient receives Federal financial assistance from DOT, including the FMCSA.”

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 Recipient, so long as any portion of the program is Federally-assisted.

Specific Assurances

More specifically, and without limiting the above general Assurances, the Recipient agrees with and gives the following Assurances with respect to its Federally assisted **FMCSA Program**:

1. The Recipient agrees that each “activity,” “facility,” or “program,” as defined in 49 C.F.R. §§ 21.23 (b) and 21.23 (e), including any amendments thereto 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;
2. The Recipient 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 the FMCSA Program and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

“The University of Florida 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, all contractors will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of the owner’s race, color, national origin, sex, age, or disability in consideration for an award.”;

3. The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations;
4. The Recipient 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 Recipient;
5. That where the Recipient 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;

6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property;
7. That the Recipient 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 Recipient with other parties:
 - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. 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.
8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:
 - a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
 - b. the period during which the Recipient retains ownership or possession of the property.
9. The Recipient 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.
10. The Recipient 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 University of Florida, also agrees to comply (and require any subrecipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the **FMCSA** 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 **FMCSA**. You must keep records, reports, and submit the material for review upon request to **FMCSA**, 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.

The University of Florida 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 Department of Transportation under the **FMCSA Program**. This ASSURANCE is binding on the University of Florida, other recipients, sub-recipients, subgrantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the **FMCSA Program**. The person (s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

University of Florida
(Name of Recipient)

by _____
(Signature of Authorized Official)
Stephanie Gray, Director, Sponsored Programs

DATED _____

APPENDIX A

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 Motor Carrier Safety Administration (FMCSA), 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, 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 as set forth in Appendix E, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 C.F.R. part 21, including any amendments thereto.
3. **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, national origin, sex, age, or disability.
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 FMCSA 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 FMCSA, 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 FMCSA 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 FMCSA 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.

CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

APPENDIX B

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 Department of Transportation as authorized by law and upon the condition that the University of Florida will accept title to the lands and maintain the project constructed thereon in accordance with the State of Florida the Regulations for the Administration of **Federal Motor Carrier Safety Administration (FMCSA) Program**, and the policies and procedures prescribed by the **FMCSA** of the Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, Department of Transportation, subtitle A, Office of the Secretary, part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation, including any amendments thereto, 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 University of Florida all the right, title and interest of the Department of Transportation in and to said lands described in Exhibit "A" attached hereto and made a part hereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto the University of Florida 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 University of Florida, its successors and assigns.

The University of Florida, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, national origin, sex, age, or disability 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 University of Florida 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, Department of Transportation, subtitle A, Office of the Secretary, part 21, Non-discrimination in Federally-assisted programs of the Department of Transportation, including any amendments thereto. 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 nondiscrimination 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 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 effectuate the purpose of Title VI.)

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

APPENDIX C

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

- 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:
 - 1. 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 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, national origin, sex, age, or disability will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.
- B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Nondiscrimination covenants, the University of Florida 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.*
- C. With respect to a deed, in the event of breach of any of the above Non-discrimination covenants, the University of Florida 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 University of Florida and its assigns.*

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

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

APPENDIX D

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

- A. 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, national origin, sex, age, or disability 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, national origin, sex, age, or disability 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.
- B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Nondiscrimination covenants, the University of Florida 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.*
- C. With respect to deeds, in the event of breach of any of the above Non-discrimination covenants, the University of Florida will there upon revert to and vest in and become the absolute property of the University of Florida and its assigns.*

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

APPENDIX E

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:

- Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. § 2000d *et seq.*), (prohibits discrimination on the basis of race, color, national origin), as implemented by 49 C.F.R. Part 21.1 *et seq.*, including any amendments thereto, and 49 C.F.R. part 303;
- 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, as amended (29 U.S.C. § 794 *et seq.*) (prohibits discrimination on the basis of disability); and 49 C.F.R. 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 (Pub. L. 97-248 (1982)), as amended (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987 (102 Stat. 28) (“....which restore[d] the broad scope of coverage and to clarify the application of title IX of the Education Amendments of 1972, section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and title VI of the Civil Rights Act of 1964.”);
- 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 Justice regulations at 28 C.F.R. parts 35 and 36, and 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);
- 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.*).

UNIVERSITY OF FLORIDA FMCSA APPLICANT TITLE VI PROGRAM COMPLIANCE PLAN

Description of Federal Aid Program

Project #1: Web-Based Dashboard for Visualization of Commercial Motor Vehicle Safety and Operational Data

Data relevant to the safety and operations of commercial motor vehicles (CMVs) in Florida are currently stored in a variety of formats and systems. This project proposes to 1) identify challenges—institutional, digital infrastructure/architecture, data formats, etc.—to unifying the various data sets into a platform that will facilitate meaningful CMV safety analysis efforts, 2) recommend data distribution, processing, and integration protocols, 3) specify the software architecture requirements for storing, managing, and displaying (in a dashboard format) the relevant data sets, and 4) create an offline demonstration prototype of the system, one that can be subsequently deployed to an online installation through a commercial server hosting system (e.g., Azure, Amazon Web Services) or an agency-managed server (e.g., FDOT, FLHSMV).

Project #2: Truck Platoon Formation in Mixed Traffic with Consideration of Cellular-Vehicle-to-Everything Technology

The growth in e-commerce has increased truck traffic by over 25% since 2010, contributing substantially to greenhouse gas emissions and worsening traffic congestion. Truck platooning—the placing of two or more trucks in a linear formation with relatively short inter-vehicle spacing that moves at high speed—has been shown to be a promising solution for combating these issues. This project seeks to address the limitations of previous simulation studies in this area by 1) explicitly representing C-V2X communication hardware (e.g., roadside units, vehicle on-board units) and considering communication 'traffic' levels, 2) use CAT vehicle-installed sensors (e.g., radar, lidar) for obtaining position/trajectory information about surrounding vehicles measurement, 3) modeling a variety of roadway grades that are representative of rural freeway configurations, and 4) modeling a larger range of truck loading conditions.

Project #3: Enhancing CMV Safety Through Systematic Geolocation Integration and Data Modernization

University of Florida will collaborate with Florida's transportation agencies to execute a technology-driven project that enhances the accuracy and utility of CMV inspection data through improved geolocation methods. The project aims to: (1) expand the use of Florida's existing web-based geolocation tool to ensure uniform statewide adoption across all agencies; (2) integrate geolocation capabilities into CMV inspections, improving the accuracy and timeliness of recorded violations; and (3) enable advanced spatial and temporal analyses to support data-driven enforcement strategies and resource allocation. This initiative aligns with FMCSA's goals by leveraging innovative data solutions to enhance CMV safety on Florida's roadways.

Project #4: Hosting a Regional Multi-Disciplinary CMV Peer Exchange in the Southeast US

University of Florida will organize and host a regional peer exchange focused on Commercial Motor Vehicle (CMV) safety, bringing together industry leaders, enforcement agencies, and technology experts from across the Southeast United States. The initiative will: (1) increase public awareness and education on CMV safety through knowledge-sharing sessions; (2) showcase emerging technologies that enhance CMV safety and enforcement practices; and (3) facilitate discussions on improving safety in goods and passenger transport in foreign commerce. By fostering collaboration among key stakeholders, this peer

exchange will promote best practices and support FMCSA's mission of improving CMV safety and reducing roadway incidents.

Project #5: Enhancing CMV Safety in Work Zones Through Innovative Technology and Connected Infrastructure

University of Florida will conduct a research initiative to evaluate emerging technologies aimed at improving CMV safety in work zones. The project will: (1) assess the effectiveness of Automated Truck-Mounted Attenuators (ATMA) and Remote-Controlled Truck-Mounted Attenuators (RCTMA) in reducing CMV related crash risks and enhancing worker protection; (2) explore the use of Automated Flagging Devices (AFAD) to improve traffic control and minimize human exposure to high-risk areas; and (3) leverage existing Roadside Units (RSUs) to develop a framework for broadcasting real-time safety warnings and alerts to CMVs approaching work zones. By integrating automation and connected vehicle technologies, this initiative supports FMCSA's priorities of enhancing CMV safety, reducing work zone incidents, and improving overall traffic management.

UNIVERSITY OF FLORIDA FMCSA APPLICANT TITLE VI PROGRAM COMPLIANCE PLAN

Notification to Beneficiaries/Participants

The University of Florida hereby gives notice that it is the policy of the University to assure full compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, applicable state civil rights laws, and related nondiscrimination authorities in all programs and activities. Title VI and related nondiscrimination authorities require that no person in the United States shall, on the grounds of race, color, national origin, sex, age, or disability be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the University of Florida receives Federal financial assistance.

University of Florida Human Resources has an extensive website for faculty, staff, and students to seek help and resources located at: hr.ufl.edu. The University has added a link to the Title VI Program Compliance Plan located at <https://hr.ufl.edu/fmcsa-applicant-title-vi-program-compliance-plan/>. The UF Herbert Wertheim College of Engineering Department of Civil and Coastal Engineering has also posted on its website a link to UF Human Resources' FMCSA Title VI Program Compliance Plan. The Department of Civil and Coastal Engineering will ensure these links are active at all times.

Specific plans for targeted information dissemination

1. The College of Engineering, Department of Civil and Coastal Engineering, and project principal investigator will make available the PowerPoint presentation "CMVOST-Related Activities and The Title VI Program" to all interested individuals and ensure project personnel receive and review a copy of the PowerPoint. Additionally, the principal investigator will communicate any questions relating to the Title VI Program and FMCSA grant to both University of Florida Human Resources as well as the FMCSA Office of Civil Rights.
2. Provide Title VI information as well as the website link to the Public Notice of Title VI Program Rights in conference material for the Regional Multi-Disciplinary CMV Peer Exchange. This will include information on the Peer Exchange website, program, and will also be mentioned in the open meeting.

The Public Notice of the Title VI Program Rights Poster continues to be displayed within UF Human Resources where other civil rights notices are posted. All of these notices are still posted as of February 1, 2025 and will continue to be posted throughout the grant period.



YOUR RIGHTS UNDER TITLE VI OF THE CIVIL RIGHTS ACT OF 1964

AND OTHER RELATED NONDISCRIMINATION AUTHORITIES

Title VI IS A SECTION OF THE Civil Rights Act of 1964 requiring 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 subject to discrimination under any program or activity receiving federal final assistance”. In addition, under the FMCSA Title VI Program, the following groups are included:

Sex, age, disability.

Any person who feels they have been, individually, or as a member of any class of persons, on the basis of race, color, national origin, sex, age, or disability has been excluded from or denied benefits of, or subject to discrimination may file a written complaint through University of Florida Human Resources.

University of Florida Human Resources – Employee Relations

903 W. University Avenue

P.O. Box 115000

Gainesville, FL 32611

Phone: (352) 392-1072

Email: EmployeeRelations@hr.ufl.edu

**UNIVERSITY OF FLORIDA FMCSA APPLICANT TITLE VI PROGRAM
COMPLIANCE PLAN**

PUBLIC NOTICE OF TITLE VI PROGRAM RIGHTS

Public Notice:

The University of Florida hereby gives notice that it is the policy of the University to assure full compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, applicable state civil rights laws, and related nondiscrimination authorities in all programs and activities. Title VI and related nondiscrimination authorities require that no person in the United States shall, on the grounds of race, color, national origin, sex, age, or disability, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the University of Florida receives Federal financial assistance.

The University of Florida is committed to nondiscrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status as protected under the Vietnam Era Veterans' Readjustment Assistance Act under University of Florida Regulation 1.006. This commitment applies in all areas to students, Academic Personnel (AP); Technical, Executive, Administrative, and Managerial Support (TEAMS) staff; and Other Personnel Services (OPS) employees. This commitment reflects the University's belief that educational and employment decisions and access to University activities should be based on individuals' abilities and qualifications and not on irrelevant factors. Retaliation against a person for reporting or objecting to discrimination or harassment or for participating in an investigation or other proceeding is a violation of University of Florida Regulation 1.006, whether or not discrimination or harassment occurred.

The person designated with responsibility for coordination of compliance efforts and receipt of inquiries concerning nondiscrimination is the University's Assistant Vice President for UF Human Resources:

University of Florida Human Resources
903 W. University Avenue
P.O. Box 115000
Gainesville, FL 32611
Phone: (352) 392-1072
Website: hr.ufl.edu
Email: EmployeeRelations@hr.ufl.edu

UNIVERSITY OF FLORIDA
FMCSA APPLICANT TITLE VI PROGRAM COMPLIANCE PLAN

Sub-Recipient Compliance Reports

University of Florida has no Sub-Recipients under the Program.

UNIVERSITY OF FLORIDA FMCSA APPLICANT TITLE VI PROGRAM COMPLIANCE PLAN

Training

University of Florida Human Resources is the designated office for the TITLE VI Program Coordinator. The University of Florida is committed to disseminating and educating the university community on non-discrimination and anti-harassment policies, standards, and best practices. Current outreach includes but is not limited to:

- University websites – [UF Regulations and Policy Hub](#), [UF Compliance and Ethics](#), [UFHR/ER](#), [UF ADA Compliance](#).
- The UF [Employee Handbook](#) covers policies prohibiting discrimination and harassment on page 5.
- [Collective Bargaining Agreements](#) reflect the University's policies prohibiting discrimination and harassment.
- Required Training – Students are required to take “Sexual Assault Prevention” and “AlcoholEDU” training and all faculty, staff and temporary employees are required to take “ Title IX Training for University of Florida Employees” and “Compliance and Ethics: Doing Your Part for the Gator Good”.

The PowerPoint “CMVOST-Related Activities and The Title VI Program” developed by FMCSA will be used to train the required personnel on an annual basis that work directly on the projects funded by FMCSA. Furthermore, the University of Florida has on file the PowerPoint Presentations “Motorist Licensure & Motor Vehicle Registration Activities: Intersection With the Title VI Program” and “Safety Inspections & Safety Audits: Intersection with the Title VI Program” on file and will disseminate as needed with the proposed research projects.

**UNIVERSITY OF FLORIDA FMCSA APPLICANT TITLE VI PROGRAM
COMPLIANCE PLAN**

Access to Records

The University of Florida is required to maintain all records relating to the effective implementation of the Title VI Program available for FMCSA review either at a specified time for a complaint investigation, compliance review, or any other reason. To access records, please contact the Title VI Program Coordinator.

UNIVERSITY OF FLORIDA FMCSA APPLICANT TITLE VI PROGRAM COMPLIANCE PLAN

Complaint Disposition Process

Any individual or group that believes they have been subjected to discrimination based on their race, color, sex, age, national origin or disability may file a complaint.

Reporting Discrimination, Harassment and Retaliation

There are multiple ways UF employees, students, customers, or members of the public may submit a complaint regarding discrimination, harassment and retaliation to the University.

[UF Compliance Hotline](#) – The University of Florida Compliance Hotline is a 24-hour, 7 day-a-week resource for reporting potential legal, policy, or ethical conduct violations or concerns. There is an option to remain anonymous when submitting reports via the Compliance Hotline, and University policy prohibits retaliation against employees who report any concern in good faith.

[UFHR Complaint Form](#) - Any UF employee who believes another UF employee has violated a UF policy or regulation or engaged in misconduct may file a formal complaint with UFHR by submitting a completed UFHR Complaint Form. UFHR strongly encourages UF employees who suspect violations or witness misconduct to report such acts right away.

[UF Title IX Compliance](#) – Report incidents of sexual misconduct, discrimination, harassment, or violence. This includes sexual assault, sexual exploitation, sex discrimination, sexual harassment, dating and domestic violence, retaliation, and stalking.

[Student Conduct Code Incident Report](#) - Our educational mission is to enable our students to lead and to influence the next generation and beyond for economic, cultural, and societal benefit. The University strives to protect and to guide the educational community by establishing a Student conduct code, and a Student conduct system. These codes and systems promote individual and social responsibility and are enforced through University regulations.

The Investigative Process

All complaints and allegations are reviewed by the appropriate office, which could be the Office of Compliance, Office of Title IX Compliance, Office of ADA Compliance, UF Human Resources, Office of Student Affairs and/or Office of Internal Audit. In investigating complaints, the investigation team functions as neutral investigators operating in an impartial manner. While every investigation is unique, the investigatory process generally entails interviewing witnesses, collecting and analyzing relevant documents, and reviewing relevant UF policies and procedures.

Prohibition against Retaliatory Conduct

Retaliation against any persons, including witnesses participating in the investigation of policy violation(s) complaint is strictly prohibited. Allegations of retaliation or intimidation of anyone involved in the investigative process are taken very seriously by the University and can result in discipline up to and including termination.

**UNIVERSITY OF FLORIDA FMCSA APPLICANT TITLE VI PROGRAM
COMPLIANCE PLAN**

CORRECTIVE ACTIONS IMPLEMENTED

University of Florida has had no deficiencies identified and has had no corrective actions implemented against the organizations by any Federal Agency

COMMUNITY PARTICIPATION PROCESS

The University of Florida does not conduct motorist licensure/motor vehicle registration activities. Therefore, this section is not applicable to the University of Florida.

COMMERCIAL MOTOR VEHICLE INSPECTION SELECTION & UNBIASED ENFORCEMENT POLICIES

The University of Florida does not conduct commercial motor vehicle (CMV) safety inspections. Therefore, this section is not applicable to the University of Florida.