

Driver & Vehicle Services and Bureau of Operations Title VI Program Policy Compliance Plan



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Introduction

Title VI of the Civil Rights Act of 1964 prohibits discrimination based on race, color, or national origin in programs and activities receiving federal financial assistance.

Federal agencies are charged with overseeing compliance among grant recipients and often use the "Title VI Program" as a reference regarding non-discrimination requirements.

The protections against discrimination extend to all operations of an agency receiving federal assistance, not just to grant-funded activity. The Civil Rights Restoration Act of 1987 clarifies the broad institution-wide application of Title VI and other non-discrimination statutes. The term "program or activity" means all operations, regardless of whether such programs and activities are federally funded.

Driver and Vehicle Services (DVS) is committed to providing an inclusive environment for all customers, employees, contractors, and vendors. While specific federal and Commonwealth rules against discrimination vary in scope and applicability, it is our policy to adhere to these principles collectively. The Federal Motor Carrier Safety Administration (FMCSA) Office of Civil Rights is an important partner in carrying out FMCSA's Title VI Program regulations, which include 49 C.F.R. Part 21 and Part 303. Pursuant to the Title VI Program Assurance, DVS has made a commitment to comply and uphold the requirements of FMCSA. The Program Compliance Plan details how these policies are to be implemented.



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF TRANSPORTATION
HARRISBURG, PENNSYLVANIA 17101-19 0 0

OFFICE OF
SECRETARY OF TRANSPORTATION

Title VI Policy Statement

It is the policy of the Pennsylvania Department of Transportation (Department), in accordance with Title VI of the Civil Rights Act of 1964, related Nondiscrimination authorities, and the Assurances set forth in the Department's Title VI Compliance and Implementation Plan to ensure that "no person in the Commonwealth of Pennsylvania shall, on the basis 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 Department receives Federal financial assistance. Furthermore, it shall be the policy of the Department to ensure that as a recipient of Federal-aid funding, it will ensure nondiscrimination in all its programs and activities whether Federally funded or not. The Department is steadfast in its commitment to ensure the uniform adoption of this policy.

Accordingly, to ensure compliance with Title VI of the Civil Rights Act and related Nondiscrimination authorities, the Pennsylvania Department of Transportation commits to:

1. Conducting and operating each of its programs and facilities in compliance with all requirements imposed by, or pursuant to, Title VI of the Civil Rights Act and related Nondiscrimination authorities;
2. Providing nondiscriminatory methods of administration for programs and to give reasonable guarantee that the Pennsylvania Department of Transportation, sub-recipients, sub-grantees, contractors, subcontractors, transferees, successors in interest, and other participants of Federal Financial Assistance under such programs will comply with all requirements imposed by Title VI of the Civil Rights Act and related Nondiscrimination authorities; and
3. Promptly taking any measures necessary to effect compliance with Title VI of the Civil Rights Act and related Nondiscrimination authorities.

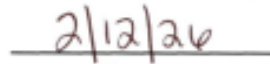
Further, the Department's efforts to prevent discrimination will address, but not be limited to, a program's impact upon access, benefits, participation, treatment, services, contracting opportunities, training opportunities, investigation of complaints, allocation of funds, prioritization of projects and the functions of right of way, research, planning, design, construction and the environmental.

In accordance with Federal Highway Administration Regulation 23 CFR 200.9; and Title 49 CFR; Department of Transportation, Subtitle A, Office of the Secretary Part 21; and FTA Circular 4702.1B, the Pennsylvania Department of Transportation, and the Federal Motor Carrier Safety Administration, 49 CFR Subtitle B Chapter III; Subchapter 'A' Part 303 Section 303.1 has developed procedures for prompt processing and disposition of the Title VI complaints. Any person believing the Department or any of its sub-recipients has violated Title VI in the administration of its programs or activities may file a complaint with the Department's Title VI Administrator.

Overall responsibility for this policy is assigned to the Deputy Secretary for Administration located in the Commonwealth Keystone Building, Eighth Floor, Harrisburg, PA, Telephone (717) 787-5628. The Director, Bureau of Workforce and Business Opportunity, is appointed as the Title VI Program Administrator and is responsible for the implementation of the Department's Title VI Program in coordination with all Department Managers/Directors and Title VI Program designees.

Individuals with questions or requiring additional information relating to this policy or the implementation of the Pennsylvania Department of Transportation's Title VI Program should contact the Director of the Bureau of Workforce and Business Opportunity located on the Fifth Floor of the Commonwealth Keystone Building, Harrisburg, PA, Telephone (717) 787-5891.


Secretary of Transportation


Date

DVS Title VI Compliance Plan Coordination

This section provides an overview of DVS. It identifies key staff, contact information, and describes DVS' implementation of various elements of the Title VI Program Compliance Plan.

The DVS Title VI Program Coordinators and Representatives will be trained and assisted in their duties by the Department's Title VI Program Specialist.

The DVS Title VI Program Coordinators, Representatives, and Specialist are responsible for ensuring that all matters relating to non-discrimination are administered effectively. The Program Coordinator/Representative/Specialist's responsibilities include but are not limited to:

- Ensuring that the Title VI Department of Transportation (DOT) Standard Assurances are signed annually between federal administrative agencies and the Department;
- Ensuring that the Title VI Contract Provisions are applied to all contracts with contracting agencies performing functions on behalf of DVS;
- Providing Title VI Program training to agency staff;
- Developing the Title VI Program and related non-discrimination information for dissemination to the public;
- Facilitating the investigation and resolution of complaints and allegations of discrimination;
- Developing and maintaining DVS' Title VI Program Compliance Plan.

Notification to Beneficiaries and Participants

This section describes how DVS and Bureau of Operations disseminates information to the public regarding protections against discrimination afforded to them by the Title VI Program. It also explains how a person may notify the agency and file a complaint regarding allegations of discrimination. DVS and Bureau of Operations disseminates this information to members of the public via its website and through accessible printed documents and/or forms.

Public Notice of Title VI Program Rights Link:

<https://www.pa.gov/content/dam/copapwp-pagov/en/penndot/documents/about-us/equalemployment/documents/title-vi-program-notice-to-the-public-2026-v2.pdf>

PENNSYLVANIA DEPARTMENT OF TRANSPORTATION

PUBLIC NOTICE OF TITLE VI POLICY

The Pennsylvania Department of Transportation (Department) hereby gives notice that it is the policy of the Department to assure full compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, and related statutes and regulations in all programs and activities. Title VI and its related statutes requires that no person in the United States shall, on the grounds of race, color, or national origin be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity administered by PennDOT.

Any person who believes they have been aggrieved by a discriminatory practice under Title VI has a right to file a formal complaint with the Department. Any such complaint must be in writing and filed with the Department's Title VI Coordinator within one hundred eighty (180) days following the date of the alleged discriminatory occurrence. A Title VI Discrimination Complaint Form can be obtained from the Bureau of Workforce and Business Opportunity by dialing (717) 787-5891 or by linking to:

<https://www.pa.gov/content/dam/copapwp-pagov/en/penndot/documents/public/pubsforms/forms/eo-478.pdf> (English)

<https://www.pa.gov/content/dam/copapwp-pagov/en/penndot/documents/public/pubsforms/forms/eo-478s.pdf> (Spanish)

If you speak another language, language assistance is available by calling (717) 787-5891, (TTY: 711).

PennDOT Driver License Centers, Riverfront Office Center Counter Area, and Photo License Centers

PennDOT Driver License Centers, the Riverfront Office Center Counter Area and PennDOT Photo License Centers display the poster “Public Notice of Title VI Policy” in a common area available to all customers. The Department created the Public Notice of Title VI Policy poster for all Driver License Centers, the Riverfront Office Center Counter Area, and PennDOT Photo License Centers. The poster is published in English and Spanish and has a QR (Quick Response Code) that will take the customer to the Bureau of Workforce and Business Opportunity website for information on the policy and how to file a discrimination complaint.

Policy and Document Reviews

In addition to reviewing documents and plans directly associated with the Title VI Program, the Title VI Program Specialist reviews Department publications and forms through the Department’s Clearance Transmittal process and Forms Review process. These processes are designed to allow specialists throughout the Department to review policies and documents for regulatory compliance. The Bureau of Workforce and Business Opportunity is in Step 1 (internal) for both processes and will maintain a log of the reviewed documents. The Specialist, Coordinators and Representatives also review samples of internal communications, policies, and employee guidance statements. This is done to ensure that all policies, practices, forms, and publications proposed by the Department or its subrecipients are compliant.

Subrecipient Compliance Reports

DVS does not currently disburse FMCSA funds to subrecipients.

Pending release of the notice of funding opportunity, the Bureau of Operations plans to seek funding through the FMCSA HP-CMV Grant for FY2026 year. Should funding be awarded to the Bureau of Operations, they are planning to provide FMCSA funding to a sub-grantee (the Pennsylvania Motor Truck Association). Sub-grantees are required by FMCSA to complete the Title VI Program Compliance Checklist.

Title VI Program Training

The Bureau of Workforce and Business Opportunity (BWBO) is responsible for coordinating and implementing Title VI Program training for Department personnel and relevant contractors performing functions on behalf of the Pennsylvania Department of Transportation.

Training is designed to ensure that employees and partners understand their responsibilities under Title VI of the Civil Rights Act of 1964, including the prohibition against discrimination based on race, color, or national origin in programs and activities receiving federal financial assistance.

In 2023–2024, BWBO collaborated with internal partners to deliver a training series that included Title VI Program fundamentals, effective communication practices, and awareness of unconscious biases in service delivery. These trainings supported the Department’s commitment to equitable access and nondiscrimination in program administration. BWBO will evaluate future training needs and anticipates revisiting and updating the Title VI training curriculum in 2027 to ensure alignment with federal guidance and PennDOT priorities.

Other Relevant Training

CROSS CULTURAL DIVERSITY AND COMMUNICATION - This training course includes information on how culture and diversity can affect communication with internal customers and external customers. It also includes strategies for effective communication and provides information on translation services, which provides interpretation and translation services in more than 200 languages. The training is built to provide understanding, acceptance, and respect of different cultural backgrounds, to become better communicators with colleagues and customers. This web-based training is mandatory for all DVS employees.

CUSTOMER SERVICE TRAINING – This course demonstrates how important it is to be aware of diverse cultures, and customs which in turn influence body language, tone of voice, and chosen words. This knowledge allows for understanding what actions or words should or should not be used when conversing with others from different cultural backgrounds. The training emphasizes keeping an open mind regarding differences in diversity and improves multi-cultural communications.

WEB-BASED TRAINING – This training has been developed for all DVS staff by the Bureau of Workforce and Business Opportunity. This training focuses on the use of the over-the-phone interpretation contract, appropriate use of this service, and instruction on how to engage with customers and contracted interpreters. This training is intended to be provided annually for all PennDOT staff, including DVS staff, and contracting agents providing services on behalf of the Department.

Language Access

Title VI and related statutes and authorities' prohibition of discrimination based on national origin has been interpreted to mean that no person shall be denied meaningful access to services due to not speaking English.

Based on the four-factor analysis, DVS will periodically assess and update its language access and accommodations in any programs identified. A reasonable approach balances the following four factors:

- Number or proportion of persons affected;
- Frequency with which persons affected;
- Nature of service or program and importance to people's lives;
- Resources and costs.

PennDOT is committed to ensuring the success of the Language Access Plan and offers guidance, conducts periodic trainings and compliance monitoring of DVS programs, services, and locations. PennDOT has developed a comprehensive Language Access Plan for all Departmental functions, including DVS. This Language Access Plan has been made available as a resource for DVS staff and has been made available to the public through the PennDOT website.

https://www.pa.gov/content/dam/copapwp-pagov/en/pennidot/documents/public/pubsforms/publications/pub_478a.pdf

Additionally, PennDOT has a contract with Propio, a language interpretation service. The contract began on April 1, 2026.

Non-Commercial Driver's Manual and Driver's License Testing

The Pennsylvania Non-Commercial Driver's Manual is available online in PDF formats in 32 languages.

<https://www.pa.gov/agencies/dmv/driver-services/pennsylvania-drivers-manual.html>

For general information, counter transactions, or skills testing instruction where language access services are needed, a family member or friend may interpret at a customer's request, or if necessary, DVS uses the language line or electronic assistive translation devices to assist. Each Driver License Center has language line information posted and available at counters.

If a customer requires assistance, the customer may point to the language on a poster or counter brochure and the employee will use the language line or electronic assistive translation devices to assist at the counter for explaining needs, receiving service, and completing forms. DVS staff will initiate the call utilizing the language line or obtain the appropriate device based on need. DVS has equipped locations with cordless phones for ease of use with the language line. DVS has begun use of and distribution of electronic assistive translating devices (Pocketalks or similar device) to assist in and enhance language access and service.

To obtain an initial Pennsylvania driver's license, a person is required to have a physical completed, and must apply for a non-commercial learner's permit. To obtain the non-commercial learner's permit, the person is required to take a non-commercial knowledge test. DVS offers the non-commercial knowledge test electronically in audio (voice) and text formats in 33 different languages. Customers who have requested a language not readily available and cannot be accommodated utilizing one of the languages offered on the knowledge test system, may request an accommodation. DVS Driver License Center staff will discuss options for accommodations for knowledge testing such as utilization of an approved PennDOT interpreter.

Once the permit is obtained, the customer must successfully complete an on-road skills test to obtain the Pennsylvania driver's license. The on-road skills portion of the test is by appointment and administered in English.

Prior to conducting the on-road skills test, a DVS employee provides road test instructions, conducts a cursory safety walk-around of the vehicle, administers the knowledge of controls portion of the test, and administers the parallel park maneuver to determine:

1. Whether the customer can understand instructions and directions;
2. Whether the motor vehicle is safe and in working order;
3. Has the ability and knowledge to operate vehicle controls;
4. Has the ability to safely judge vehicle characteristics and operate a motor vehicle.

Customers can use a family member or friend, request the accommodation of having an interpreter present, or DVS staff will use other interpreter services or assistive translation device during the instructional portion only of the road test to translate and explain the testing process, how communication and directional instruction will be provided during testing, and to provide the Examiner feedback after the road test has been completed. Once the test has started the interpreter services will no longer be permitted until the test is completed.

Access to Records

DVS acknowledges its responsibility to provide access to records that demonstrate compliance with Title VI and related non-discrimination authorities. DVS will ensure that records relating to the effective implementation of this plan are available for review by the FMCSA upon request or by periodic submission to the FMCSA.

To ensure that Title VI Program reporting requirements are met, the Department's Bureau of Workforce and Business Opportunity maintains the following:

- A log and database of Title VI Program complaints received and their disposition;
- A log of the public outreach activities;
- A copy of training materials relating to non-discrimination and Title VI Program compliance.

These records are confidential and PennDOT will maintain and retain files as required by the Pennsylvania record retention schedules and in accordance with Federal guidelines.

Complaint Log

(Sample Log)

Date	Name	DVS Complaint Number	BWBO Complaint Number	Allegation	Relevant Class (Race, color, national origin)	Investigation Report Date	Final Determination & Date	Notes
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A log of all complaints along with their outcomes is maintained by the Title VI Program Specialist in the Bureau of Workforce and Business Opportunity. This log will be provided upon request to FMCSA for review.

Discrimination Prohibited

Title VI of the Civil Rights Act of 1964, prohibits discrimination based upon race, color, and national origin. Specifically, 42 USC 2000d states 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 use of the word "person" is important as the protections afforded under Title VI apply to anyone, regardless of whether the individual is lawfully present in the United States or a citizen of the United States.

In addition to Title VI, there are other Federal and Commonwealth nondiscrimination statutes that afford legal protection. These statutes include but are not limited to the following: Title II of the Civil

Rights Act of 1964 (race, color, religious creed and national origin), Section 162 (a) of the Federal-Aid Highway Act of 1973 (23 USC 324) (sex), Age Discrimination Act of 1975 (age), Section 504 of the Rehabilitation Act of 1973, the Americans With Disabilities Act of 1990 (disability), and the Pennsylvania Human Relations Act of 1955 (race, color, national origin, sex, religious creed, ancestry, and disability). Taken together, these requirements define an overarching Title VI/Nondiscrimination Program. PennDOT, a recipient of federal financial assistance, must be in compliance with Title VI and provide meaningful and reasonable access.

PennDOT's Title VI Program includes other federal and Commonwealth nondiscrimination authorities which prohibit discrimination based on age, sex, religious creed, disability. The specific types of discrimination prohibited, shall be inclusive of those enumerated in 49 CFR Part 21 Section 21.5.

Discrimination Complaint Procedures

In order to comply with federal and Commonwealth civil rights statutes and authorities, PennDOT has developed procedures for investigating and tracking Title VI Program complaints filed against it and its contracting agencies. These procedures are available to the public upon request.

Moreover, to reduce the administrative burden associated with this requirement, PennDOT's contracting agencies are encouraged to adopt the Department's Title VI Program model, complaint investigation procedures, and tracking process for their own use.

Title VI Program Coordinators, Representatives, and Specialists play an important role in the resolution of discrimination complaints. When individuals have complaints of discrimination or harassment, these Coordinators, Representatives and Specialists are required, working with the legal office and the responsible agency official, to investigate the allegations and to engage in an interactive process to work to resolve accommodation requests and complaints informally.

The purpose of investigating an allegation of discrimination is to determine if, in fact, discrimination did occur, how to correct the behavior, practice, or alleged discriminatory conduct, and work to prevent future discriminatory acts.

The role of Title VI Program Coordinators, Representatives, and Specialists is to document and investigate the allegations of discrimination. As an investigator, it is essential to exercise objectivity throughout the investigative process. The investigator must remain impartial and unbiased throughout the investigation, gathering all relevant facts so that the ultimate decision-maker (responsible agency official) has all of the necessary information to enable them to make a determination about the complaint.

The investigator is not an advocate for the complainant or the respondent. Rather, the investigator's role is to remain impartial and conduct every investigation with objectivity and fairness to all parties involved.

All complaints of discrimination must be handled in accordance with these procedures.

Complaint Disposition Process

Any person who believes they have been subjected to discrimination based on race, color, national origin has the right to file a complaint of discrimination under the Title VI Program. The complaint may be filed by an affected individual or their representative and should be in writing. The complaint should be completed within 180 days of the initial incident. If a complainant is unable to generate their own written complaint, an accommodation may be requested and provided. A complaint generated on their behalf with a Consent/Release form will be completed prior to complaint processing. The complaint may be filed with the DVS Title VI Program Coordinators, Representatives, or the Title VI Program Specialist. The Title VI Program Coordinators and Representatives are responsible for the complaint processing and the Title VI Program Specialist is responsible for file maintenance and oversight of the program.

FILING A COMPLAINT

Title VI of the Civil Rights Act of 1964 requires the complaint must be filed no later than 180 days after the date of the alleged act of harm the complainant believes was discriminatory, the date the person(s) became aware of the alleged discrimination, or the last instance when an ongoing act of harm is alleged. The complaint must be in writing.

Complainants shall explain, as fully as possible, the facts and circumstances surrounding the alleged act of harm and identify the individual(s) and/or organization(s) responsible for the alleged conduct.

Signed allegations of discrimination received by facsimile or email will be acknowledged and processed. If a complainant is unable to provide a written complaint, a telephone interview will be conducted as an accommodation to draft the complainant's allegations and then a copy will be provided to the complainant for confirmation, revision, and signature before processing.

The complaint will include:

- The complainant's name, address, and telephone number;
- Name and address of the individual, agency, institution, or department alleged in complaint;
- How, why, when, and where alleged discrimination occurred, and any other relevant information.

Complaints submitted after the 180-day statutory period can be reviewed by the Office of Chief Counsel (OCC) to determine equitable tolling depending on extenuating circumstances presented by complaint(s). Only the OCC has the authority to determine if a complaint can be accepted beyond the 180-day period. Complainants shall submit complaints to:

Pennsylvania Driver and Vehicle Services
Title VI Program Coordinator
1101 South Front Street
Harrisburg, Pennsylvania 17104
OR

PennDOT Bureau of Workforce and Business Opportunity
PO Box 3251
Harrisburg, PA 17105-3251

Alternatively, complaints may be submitted electronically to RA penndoteoreports@pa.gov. To file a complaint by phone, call 717-787-5891. Fax complaints may be submitted to 717-772-4026. Complaints received by DVS offices and the Department's contracting agents shall notify BWBO within two (2) days of receipt for processing consistent with these procedures.

THIRD-PARTY COMPLAINTS

If the complaint is filed by a third-party on behalf of another individual or group, then the Department's Title VI Program Coordinators/Representatives/Specialist will attempt to contact the named complainant(s) (or, where the complainant is a minor child or incompetent adult, contact the victim's parent or guardian on whose behalf the complaint is filed to ensure that the named complainant wishes to pursue the allegations raised on his/her behalf). If the person(s) (or their parent or guardian) declines to pursue the complaint, the Department closes the complaint and informs the third-party complainant of the reason for the closure. A memo is placed in the file explaining the steps taken and the reasons that the alleged complainant(s) (or their parent or guardian) did not wish to pursue the complaint, if provided. If the person, parent, or guardian does want to pursue the complaint, the Department provides him or her with a copy of the Consent/Release forms for signature. If the named complainant(s) wishes to pursue the allegation(s), the Coordinators/Representatives/Specialist will initiate the Investigatory process and work with all named parties to work towards informal resolution.

If a third-party complainant wishes to pursue a complaint where the alleged aggrieved party does not want to pursue or participate in an investigation, the allegation will be presented to the Office of Chief Counsel to determine if a Department Initiated Investigation may be warranted.

DEPARTMENT INITIATED INVESTIGATIONS

In order to proactively identify, investigate, and address potential instances of discrimination related to race, color, or national origin in accordance with Title VI of the Civil Rights Act of 1964 and applicable federal regulations, the Department's Title VI Program Specialist, Representatives and Coordinators may initiate a Departmental investigation without first receiving any formal complaints. The identification of compliance issues is a part of the routine monitoring requirements of the Title VI Program officers. These investigations will be logged and may lead to departmentally initiated corrective actions. Internal determinations of intentional discrimination or non-compliance with any provisions under the Title VI Program will be addressed with the appropriate offices. Issues of non-compliance identified with the Department's contracting agents will be reported to the offending entity along with reasonable expectations for resolution or corrections. Any instances of failure to comply with these recommendations could lead to a determination of non-compliance which would be reported to the appropriate federal jurisdictional agency.

APPROACHES TO COMPLAINT RESOLUTION

In order to meet the needs of complainants efficiently and effectively, the DVS staff will engage in an interactive process to work to resolve issues raised in a complaint of discrimination informally, when possible. When not resolved informally, an investigation will continue through a fact-finding process and requests for information. Resolving a complaint to a complainant's satisfaction is the principal goal of the investigator, but such agreements do not absolve DVS or its contracting agencies of the responsibility to address, correct, and prevent future incidents of discrimination. Even in cases where complainants are satisfied with the outcome of investigations or resolutions, the underlining allegations must still be addressed and resolved when found to be non-compliant with the Title VI Program.

FINDINGS OF NON-COMPLIANCE/COMPLIANCE

In the event the Bureau of Workforce and Business Opportunity or appropriate DOT operating administration concludes there is non-compliance with the laws/regulations as alleged, the Department will outline the recommendations for corrective action in writing to the respondent. The respondent will be provided adequate time to comply with the recommendations.

Contractor Oversight

Various legislative and regulatory requirements (i.e., Civil Rights, Equal Employment Opportunity, disabled accessibility, labor protection, environmental protection, and DBE requirements) receive special attention during the monitoring and review process. Contractor compliance is continually monitored through review of planning documents, project status reports, field checks, project audits, investigations, and/or resolutions of complaints.

DVS staff will work together with the Bureau of Workforce and Business Opportunity staff to ensure that contracting agencies comply with the Department's Title VI Program requirements. Contracting agencies must complete the DOT Title VI Contract Provision, which is included with all contracts generated by PennDOT or those created by other Commonwealth agencies where the contractor is performing functions on behalf of PennDOT. The Title VI Program Specialist reviews the programs to ensure they meet Federal compliance standards as well as the Department's Title VI Program requirements. In addition, contracting agencies must provide documentation regarding complaints, lawsuits, or civil rights compliance reviews for inspection by the Bureau of Workforce and Business Opportunity.

In instances where non-compliance is discovered, contractors are immediately notified of the deficiencies, recommended corrections are given, and a final date to achieve full compliance is provided. Failure to correct the deficiencies could result in suspension of contract pending implementation of corrective actions and/or additional investigation.

If DVS or any of its contracting agencies have previously been reviewed by FMCSA or another federal agency for Title VI Program compliance, DVS will reference any deficiencies identified by the agency and provide the status of corrective actions.

STATUS OF CORRECTIVE ACTIONS

No federally conducted compliance reviews occurred during this program year and no outstanding corrective actions were issued or needed to be addressed by the Department or its contracting agencies.

Community Participation Process

When addressing proposed changes to facility locations and service provided, DVS begins by reviewing regional demographic data. PennDOT's Bureau of Workforce and Business Opportunity periodically compiles demographic data from the U.S. Census and additional statistical data sources. This data is used for Community Demographic Analyses prior to publicly proposing changes to available facilities or services.

The next stage involves customized public outreach through the use of press releases, advertisements in local newspapers, posters and digital billboards at DVS locations, local billboards, radio, and television announcements through local media outlets, on the DVS webpage, and through the use of social media. Public communications can be made available through the accommodation request process. All web-based communications are translatable using the Department's web translation feature. These communications also include notifications to the public regarding non-discrimination protections provided under the DVS Title VI Program. In the event DVS staff identify the need for more intensive outreach based on demographic analysis or customer and Stakeholder concerns, public meetings will be scheduled in ADA accessible locations on public transit routes.

Customer and Stakeholder concerns will be reviewed and addressed by DVS staff during implementation of the proposed change.

The most notable example of this activity during the past two program years has been with the implementation of the REAL ID program and the Department's response to Pandemics. As learned with COVID-19, pandemics can present unique challenges to providing in-person services therefore require services provided to the public to be moved to on-line and virtual applications and processing. The Department uses press conferences to communicate these changes to the public along with on-line instruction.

Description of Federal-Aid Programs

DVS applied for federal assistance under the grant programs described below and will be updating this plan with the appropriate descriptions upon seeking additional assistance.

FY 2023 CDL PROGRAM IMPROVEMENT GRANT FM-CDL-0542-23-01-00

DVS, Bureau of Driver Licensing has a current DOT/FMCSA grant to improve the Commercial Driver's License (CDL) program. This grant is funding a total of four (4) projects.

- Project 1. Employer Notification System (ENS)

PennDOT sought Federal grant funding to fund the implementation of an Employer Notification Service (ENS). An ENS is a voluntary program an entity may subscribe to that automatically sends updates to an employer when an employee has a change in driver's license status, is involved in a crash, or has a conviction posted to their driver record. This project would fall under the "CDLPI High Priority/Emerging Issues Cooperative Agreements and Grants" category.

Federal regulations require CDL holders to report certain convictions (49 CFR 383.31) and license actions (49 CFR 383.33) to their employer and motor carriers to check the Driver History Record (DHR) of their drivers at least annually (49 CFR 391.25). Prompt notification of suspensions and revocations, crashes, and other violations allows motor carriers to ensure drivers do not operate Commercial Motor Vehicle (CMV) illegally. In a worst-case scenario, a conviction may occur the day after the motor carrier obtains the DHR from the State Driver Licensing Agency (SDLA) and the driver does not self-report. In this case, it could be 364 days before the motor carrier becomes aware of the conviction, during which the driver may have been operating a CMV illegally with a suspended or revoked license. By PennDOT offering an ENS program, employers may subscribe and receive timely notifications about changes in a CDL driver's current license status, allowing the employer to take swift and appropriate action regarding the employee and ultimately enhancing safety on the roadways.

To implement an ENS to timely send automated notifications to a motor carrier when there is a change in the status of an employee's CDL for reasons including, but not limited to, a conviction for a moving violation, failure to appear, crash, driver's license suspension, or revocation. This would also include any other action taken against a driver's driving privileges. Implementing an ENS will aid in compliance efforts with 49 CFR 383.31, 383.33, 383.37, 383.51, 391.23, and 391.25, thereby improving the national CDL Program.

- Project 2. Enhance Online Services to Add CDL Renewals and Duplicates (eGov)

PennDOT sought Federal grant funding to fund enhancements to expand PennDOT's Online Services to offer Commercial Driver's License (CDL) Renewal and Duplicate driver product services for CDL holders in Pennsylvania.

Today, PennDOT offers several transactional services "online" via PennDOT's Online DVS page. This includes but is not limited to non-commercial driver license and photo identification card renewals, duplicates, and the ability to update addresses, vehicle renewals, and the submission of insurance information, as well as providing payment of restoration fees. Offering these services online is beneficial to the public allowing them to complete these transactions 24 hours a day, 7 days a week at their convenience. It is beneficial to the Department as well as it reduces the

need to come into PennDOT Driver License centers.

PennDOT has recently made systematic changes to the issuance and renewal of a commercial driver's license which will now allow for the renewal and purchase of duplicate CDL driving products to be completed online. These services will allow CDL holders to complete these transactions, which are essential to maintain a valid driving product, from anywhere at any time. This grant funding would be used to make additional system changes which would now allow these CDL transactions to be offered online.

The funding provided by FMCSA will go toward systems changes in respect to enhancements made to PennDOT's Online DVS which will allow commercial driver license (CDL) holders to complete renewal transactions and purchase a duplicate CDL driving product online.

- Project 3. iPad CDL Mobile Test Application Enhancements

PennDOT sought Federal grant funding to assist with enhancing the iPad CDL Mobile Testing Application to allow for uploading of photos, capturing of customer test related and required documents, and GPS test tracking information to customer records during Commercial skills and road testing. Currently all state examiners use a PennDOT created CDL Mobile Test App on iPads to administer commercial skills and road testing. When testing is administered, the examiner scores using the iPad and CDL Mobile Test App. A commercial score sheet is created (DL403CD) as part of the testing process and becomes part of the customer's record. Examiners, however, do not have the ability to upload documents or photos during testing using the iPad Test Application such as, but not limited to, learner's permits, driver's licenses, vehicle registrations, insurance information, vehicle photos, etc. Additionally, while the iPads are connected devices through both PennDOT Wi-Fi or cellular service and device GPS information is available, it is not tracked and documented during testing. This enhancement will allow for GPS mapping to be uploaded to the customer's record. This project would also provide enhanced auditing capabilities to PennDOT with the added ability to review the uploaded documents and GPS mapping.

PennDOT is tasked with ensuring the integrity of the CDL testing process. This project is aimed at enhancing the ability to audit and validate documents provided during testing, review photos uploaded of vehicle types, VINs, or related to errors, and use of approved test routes during commercial skills and on-road testing. Currently this information is not captured during the testing process.

The iPads have a GPS tracking mechanism that PennDOT will use to create GPS mapping of all testing administered so that PennDOT auditors (for auditing purposes) can ensure that examiners are using the approved testing route during the exam. The desired enhancements for iPad provide another method to ensure the integrity of the testing process.

FY 2022 CDL PROGRAM IMPROVEMENT GRANT FM-CDL-0497-22-01-00

DVS, Bureau of Driver Licensing has a current DOT/FMCSA grant to improve the Commercial Driver's License (CDL) program. This grant is funding a total of three (3) projects.

- Project 1. Drug and Alcohol Clearinghouse

PennDOT sought Federal grant funding to assist with the implementation of the Drug and Alcohol Clearinghouse (DACH). On December 5, 2016, FMCSA issued a Final Rule which established

requirements for the Commercial Driver's License DACH, a database under the FMCSA's administration that contains information about violations of FMCSA's drug and alcohol testing program for the holders of commercial driver's licenses (CDLs). The goal of the DACH is to improve roadway safety by identifying commercial motor vehicle (CMV) drivers who have committed drug and alcohol violations that render them ineligible to operate a CMV.

On October 7, 2021, a subsequent Final Rule was issued which requires States Driver Licensing Agencies (SDLAs) to access and use information obtained through the DACH. SDLAs must not issue, renew, upgrade, or transfer a commercial driver's license (CDL), or commercial learner's permit (CLP), as applicable, for any individual prohibited under FMCSA's regulations from performing safety-sensitive functions, including driving a commercial motor vehicle (CMV), due to one or more drug and alcohol program violations, which would be recorded in the DACH. Furthermore, when notified by FMCSA's DACH system, SDLAs must remove the CLP or CDL privilege from the driver's license of an individual subject to the CMV driving prohibition, which would result in a downgrade of the license until the driver complies with return-to-duty (RTD) requirements. The date by which SDLAs must comply is November 18, 2024. In order to comply with the requirements of the DACH Final Rule, PennDOT must make changes to its Driver License systems.

- Project 2. Medical Examiners Certification Integration

PennDOT sought Federal grant funding to assist with the implementation of the Medical Examiner's Certification (MEC) Integration – National Registry II (NR2) project.

On April 23, 2015, FMCSA issued a Final Rule which requires the electronic transmission of MEC information from FMCSA's National Registry to the State Driver License Agencies (SDLAs). Subsequent Final Rules were issued to extend the compliance date for SDLAs to implement. The most recent Final Rule regarding NR2 was issued on June 22, 2021, and establishes June 23, 2025, as the date by which states must comply with the requirements of NR2. Currently, MECs are presented by the customer to PennDOT and PennDOT must manually process the MEC to the customer's record. The NR2 Final Rule facilitates the electronic transmission of MEC information from FMCSA's National Registry to the SDLAs.

This electronic transmission will reduce manual processing of MECs, which will lead to increased timeliness, reduction in unnecessary downgrades, less errors, and will reduce the potential for the submission of falsified MECs.

- Project 3. Maintenance Needs for Test Pads

PennDOT sought Federal grant funding to assist with the Commercial Driver License (CDL) test pad improvements and expansion where able. These improvements include, but are not limited to, CDL test pad maintenance or expansion, sealing, test pad layout, test pad line painting, or props such as cones. This would also include any configuration changes needed as a result of newly approved and deployed Commercial Skills Testing by American Association of Motor Vehicle Administrators (AAMVA) and, ultimately, FMCSA.

FY2020 CDL PROGRAM IMPROVEMENT GRANT FM-CDL- 0582-24-01-00

DVS, Bureau of Driver Licensing has a current DOT/FMCSA grant to improve the Commercial Driver's License (CDL) program. This grant is funding a total of two

(2) projects.

- Project 1. Staffing for CDL Training

Pennsylvania Department of Transportation sought Federal grant funding for additional CDL training positions. Currently, PennDOT auditors provide the training that they are also auditing. Having CDL training positions will allow PennDOT's auditors to resolve any potential conflict and become more objective in order to submit unbiased audits of CDL examiners on their testing ability. The positions conduct a complete and thorough review of all current CDL training requirements required by state and federal regulations/laws/proposed rules, etc. to provide the most up-to-date training for new and current CDL examiners.

- Project 2. Online CDL Driver Records Portal

Pennsylvania Department of Transportation sought Federal grant funding for the implementation of an Online CDL Driver Records Portal. The portal will allow CDL holders to easily access and monitor, in real-time, 24 hours a day, 7 days a week, CDL information such as issue and expiration dates, certification expiration dates, and Drug and Alcohol Clearinghouse and REAL ID status, thereby allowing them to keep their CDL certifications up to date.

FY 2024 FMCSA HP-ITD GRANT PROGRAM

PA Department of Transportation, Bureau of Operations applied for and was awarded a \$1,434,560 grant under the 2024 FMCSA HP-ITD Grant Program for activities related to the Innovative Technology Deployment (ITD) program. This program provides funding for states to plan and implement cutting-edge technology projects to reduce commercial motor vehicle crashes, increase highway safety, and improve efficiency for both the industry and state authorities. Using consultant support with ITD program experience, PennDOT continues grant-funded work in partnership with other stakeholders including the PA State Police. The federal funding period for the grant is September 1, 2024 through September 30, 2028.

FY 2026 FMCSA HP-CMV GRANT PROGRAM

Pending release of the notice of funding opportunity, the PA Department of Transportation, Bureau of Operations plans to apply for funds through the 2026 FMCSA HP-CMV Grant Program for a CMV-related educational program. The purpose of the pursuit of this grant is for PennDOT to pass the funds to reimburse a non-profit partner to act as a sub-grantee (the Pennsylvania Motor Truck Association) who will lead an effort to help develop and implement a public awareness and education campaign for motorists. This will aid in educating motorists on how to drive safely around commercial vehicles. Should the Bureau of Operations receive grant funding, they are committed to obtain a Title VI Program Compliance Plan from the sub-grantee using the FMCSA Title VI Program Compliance Plan Checklist.

CMV INSPECTION SELECTION & UNBIASED ENFORCEMENT POLICIES

PennDOT works with the Pennsylvania State Police who conduct these inspections on behalf of the Department. This section is not applicable to PennDOT as PennDOT does not conduct these enforcement activities.

The United States Department of Transportation

Standard Title VI/Non-Discrimination Assurances

DOT Order No. 1050.2A

The Pennsylvania Department of Transportation (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 non-discrimination 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. Part 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 Pennsylvania Department of Transportation, 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 Pennsylvania Department of Transportation 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 **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 Pennsylvania Department of Transportation 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 Commonwealth of Pennsylvania, other recipients, sub-recipients, sub-grantees, 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.

Michael B. Carroll

Secretary of Transportation



by

Michael B. Carroll

DATED July 9, 2026

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 Non-discrimination 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 U.S. Department of Transportation as authorized by law and upon the condition that the Pennsylvania Department of Transportation will accept title to the lands and maintain the project constructed thereon in accordance with all applicable state and federal statutes, the Regulations for the Administration of **Federal Motor Carrier Safety Administration (FMCSA) Program**, and the policies and procedures prescribed by the **FMCSA** 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 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 Pennsylvania Department of Transportation 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 Pennsylvania Department of Transportation 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 Pennsylvania Department of Transportation, its successors and assigns.

The Pennsylvania Department of Transportation, 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 Pennsylvania Department of Transportation 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 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 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 Pennsylvania Department of Transportation 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 Non-discrimination covenants, the Pennsylvania Department of Transportation 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 Pennsylvania Department of Transportation 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 Pennsylvania Department of Transportation 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.)

**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 Pennsylvania Department of Transportation 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 Non-discrimination covenants, the Pennsylvania Department of Transportation 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 Pennsylvania Department of Transportation shall have the right to enter or re-enter said land and facilities thereon, and the above described land and facilities will there upon revert to and vest in and become the absolute property of the Pennsylvania Department of Transportation (**Title of Recipient**) 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.*).