

Federal Transit Administration

Title VI Program

City of Tecumseh/Johnson
County Public Transit

2026

Reviewed and Approved by

Welma M. Stinson

Public Transit Advisory Board
City of Tecumseh/Johnson County Public Transit

1-14-26

Date



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Non-Discrimination Statement of Policy

Under Title VI of the Civil Rights Act of 1964 and related statutes, the City of Tecumseh/Johnson County Public Transit is committed to ensuring that no person shall, on the grounds of race, color, or national origin, be excluded from participation in, denied the benefits or services of, or be otherwise subjected to discrimination in all programs, services, or activities administered by the City of Tecumseh/Johnson County Public Transit.

Wilma M. Johnson
Public Transit Advisory Board
City of Tecumseh/Johnson County Public Transit

1-14-26

Date

All entities who receive Federal Transit Administration (FTA) grant dollars either directly from the FTA or through the Nebraska Department of Transportation (NDOT) are subject to the Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d) and the U.S. Department of Transportation's implementing regulations. This manual provides technical assistance on Title VI compliance requirements.

1 Introduction and Overview

1.1 Plan Statement

The City of Tecumseh/Johnson County Public Transit operates a demand response public transit program serving the residents of Johnson County, Nebraska. As a condition of receiving federal financial assistance to operate these services, the agency ensures that its programs, policies, and activities comply with Title VI of the Civil Rights Act of 1964. The following program details how the City of Tecumseh/Johnson County Public Transit meets the Title VI requirements set forth in the Federal Transit Administration (FTA) Circular 4702.1B.

The City of Tecumseh/Johnson County Public Transit receives federal FTA funding through the Nebraska Department of Transportation (NDOT) Transit Section. NDOT administers the City of Tecumseh/Johnson County Public Transit FTA transit service funding and provides all Title VI program oversight for the City of Tecumseh/Johnson County Public Transit.

1.2 Policy

Section 601 under Title VI of the Civil Rights Act of 1964 states the following:

"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefit of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

The City of Tecumseh/Johnson County Public Transit is committed to ensuring that no person, on the basis of race, color, or national origin, shall be excluded from participation in or subjected to discrimination under its programs or services, or be denied the benefits of the level and quality of transit services provided by the agency's employees, affiliates, and contractors.

1.3 Authorizing Legislation

Most federal transit laws are codified at Title 49 U.S.C. Chapter 53. Authorizing legislation is substantive legislation enacted by Congress that establishes or continues the operation of a federal program or agency. FTA's most recent authorizing legislation is entitled the *Bipartisan Infrastructure Law*, signed into law on November 15, 2021.

1.4 How to Contact FTA and the City of Tecumseh/Johnson County Public Transit

For more information regarding the City of Tecumseh/Johnson County Public Transit's Title VI Program, please contact the agency at:

City of Tecumseh/Johnson County Public Transit
Attn: Janelle Moran
122 South 4th Street, P.O. Box 417
Tecumseh, NE 68450
402-335-4011
jmoran@tecumsehne.com

FTA may be contacted at:

Federal Transit Administration
Region 7
901 Locust Street, Suite 404
Kansas City, MO 64106
Phone: 816-329-3920

or

Federal Transit Administration
Office of Civil Rights
Attention: Title VI coordinator
East Building, 5th Floor-TCR
1200 New Jersey Ave., SE,
Washington, D.C. 20590

NDOT may be contacted at:

Nebraska Department of Transportation
Kimberly Baker, Civil Rights Compliance Manager
1500 Nebraska Parkway
P.O. Box 94759
Lincoln, NE 68509-4759
402-479-4544
ndot.civilrights@nebraska.gov

1.5 Governing Body

The governing body of the City of Tecumseh/Johnson County Public Transit is the Public Transportation Advisory Board, comprising four appointed members.

1.6 FTA Circular 4702.1B

The City of Tecumseh/Johnson County Public Transit's Title VI Plan has been developed to address FTA's Title VI requirements and oversight responsibilities. The plan follows the guidelines set forth in FTA Circular 4702.1B.

2 General Reporting Requirements

2.1 Assurances

The City of Tecumseh/Johnson County Public Transit annually submits its Certifications and Assurances to NDOT. NDOT collects the City of Tecumseh/Johnson County Public Transit's Title VI Assurances prior to passing through FTA funds.

2.2 Prepare and Submit a Title VI Program

The City of Tecumseh/Johnson County Public Transit submitted its previous Title VI Program to the NDOT Civil Rights Office in August 2022. The current Title VI Program is intended to fulfill submission requirements for the 2026–2029 reporting period.

The Public Transportation Advisory Board will review and approve the current Title VI Program prior to its submission to NDOT. This approval is documented via the signature line on the cover of this Title

VI Program, and subsequent documentation will be submitted with the City of Tecumseh/Johnson County Public Transit's Title VI Program. The effective date of the Program will be the date of the resolution.

The City of Tecumseh/Johnson County Public Transit will submit its Title VI Program to the NDOT Civil Rights Office for review and approval.

2.3 Title VI Notice

The City of Tecumseh/Johnson County Public Transit complies with Title VI and notifies the public of the protections against discrimination afforded to them by Title VI. The notice is posted in the following public locations: (a) on the City of Tecumseh/Johnson County Public Transit website (<https://tecumsehne.com/handibus>); and (b) at a visible public location at City of Tecumseh/Johnson County Public Transit's office and within vehicles. This notice has been translated in accordance with NDOT's LEP plan.¹ See **Appendix A** for a copy of the City of Tecumseh/Johnson County Public Transit's Title VI notice to the public.

2.4 Title VI Complaint Procedure and Complaint Form

The City of Tecumseh/Johnson County Public Transit has adopted the NDOT procedures and forms for investigating and tracking Title VI complaints of discrimination. The following complaint procedures are patterned after the FTA's requirements and guidance.

All FTA-related Title VI complaints filed against the City of Tecumseh/Johnson County Public Transit are forwarded to both the NDOT Civil Rights Compliance Manager and the NDOT Transit Program Manager in the Local Assistance Division for processing, in coordination with the NDOT Civil Rights Office. The City of Tecumseh/Johnson County Public Transit will maintain a log of all complaints received (see **Appendix D**), including the following:

- The date the complaint was filed
- A description of the complaint
- Dates of all significant actions taken
- All correspondence with the complainant or respondent

NDOT will review all complaints for programs and activities receiving FTA financial assistance.

The City of Tecumseh/Johnson County Public Transit's Title VI complaint procedures and forms are available to members of the public at <https://tecumsehne.com/handibus> or by request. The Title VI Complaint Form has been translated in accordance with NDOT's LEP plan and is provided in **Appendix B**.

The following section describes the City of Tecumseh/Johnson County Public Transit's Title VI complaint procedures.

¹ <https://dot.nebraska.gov/media/rngflsav/ndot-limited-english-proficiency-plan.pdf>

2.4.1 Filing a Transit-Related Complaint with the City of Tecumseh/Johnson County Public Transit

Persons Eligible to File

Any person who believes they, or any program beneficiary, has been subjected to unequal treatment or discrimination in their receipt of transit benefits and/or services on the basis of race, color, or national origin may file a Title VI complaint with the City of Tecumseh/Johnson County Public Transit. Complaints may be filed directly by the affected individual(s) or by a representative on their behalf.

Complaint Substance and Format

To file a complaint with the City of Tecumseh/Johnson County Public Transit, complainants should complete and submit the agency's Title VI Complaint Form or submit a written letter containing the following information:

- The name(s) of the persons(s) filing the complaint (the complainant)
- Mailing address and phone number of the complainant(s)
- Name of the person(s) or entity alleged to have engaged in discrimination
- Date of the incident
- A detailed description of the incident
- An explanation of how the incident involved discrimination based on race, color, or national origin
- The names, mailing addresses, and phone numbers of witnesses or third parties to the incident
- Any additional information relevant to the complaint

A complaint may be filed on behalf of another person with their expressed written consent. The Title VI Complaint Form or letter of complaint must be signed by the complainant or by their authorized representative.

Time Frame for Filing Complaints

Complaints must be received no more than 180 calendar days after the alleged incident and must involve allegations of discrimination on the basis of race, color, or national origin to be investigated as an unlawful discriminatory practice under Title VI. FTA may grant an extension.

If the City of Tecumseh/Johnson County Public Transit receives a complaint, the City of Tecumseh/Johnson County Public Transit will submit the complaint to the NDOT Civil Rights Office for review.

After a complaint is received, an NDOT investigator will determine whether it meets the criteria and whether NDOT has jurisdiction. The complainant will receive an acknowledgement letter by mail about whether the investigation will proceed.

Processing and Investigating Complaints

NDOT strives to complete investigations within 90 days. At any time during the investigation, the investigator may request additional information to assist in the investigation of the incident. The complainant will be given 15 business days to respond to the request for additional information. If NDOT is not contacted by the complainant or does not receive the additional information within 15

business days, NDOT can administratively close the case. The case can be administratively closed if the complainant no longer wants to pursue the case.

Closing a Complaint

After NDOT reviews the complaint, one of two letters will be issued to the complainant: a closure letter or a letter of finding. A closure letter summarizes the allegations and states that there was not a Title VI violation and that the case will be closed. A letter of findings summarizes the allegations and the interviews regarding the alleged incident and explains whether any disciplinary action, additional training of the staff member, or other action will occur. Complainants have 30 days to appeal the findings of the investigation.

Contact Information

Complaint forms are available on the City of Tecumseh/Johnson County Public Transit website at <https://tecumsehne.com/handibus>. For additional questions regarding the City of Tecumseh/Johnson County Public Transit's Title VI complaint procedures or Title VI Program, individuals may contact the City of Tecumseh/Johnson County Public Transit at the contact information provided in **Section 1.4**. For more information on NDOT's Title VI complaints procedure or Title VI Program, or for assistance placing a complaint in writing or for language assistance, contact the NDOT Civil Rights Office at the contact information provided in **Section 1.4**.

2.4.2 City of Tecumseh/Johnson County Public Transit Title VI Complaint Form

See **Appendix B** for a copy of the City of Tecumseh/Johnson County Public Transit's Title VI Discrimination Complaint Form.

2.5 List of Title VI Investigations, Complaints, and Lawsuits

As of the current Title VI Program submission, no transit-related complaints specific to Title VI were filed; therefore, there are no incidents to track or report. The City of Tecumseh/Johnson County Public Transit would use the Complaint and Lawsuit Tracking Form in **Appendix D** to conduct an investigation, receive a complaint, or file a lawsuit alleging discrimination on the basis of race, color, or national origin. The City of Tecumseh/Johnson County Public Transit will report all Title VI complaints to the NDOT Civil Rights Office and FTA.

2.6 Inclusive Public Participation

The City of Tecumseh/Johnson County Public Transit's public involvement strategy is intended to promote awareness and provide ample opportunity for the public to participate in the City of Tecumseh/Johnson County Public Transit's transportation decision-making surrounding projects, fares and/or service charges, and application for federal operating assistance. Examples include the following:

- Ensuring the timely dissemination of information to the public
- Considering the input and encouraging the participation of underserved groups in the City of Tecumseh/Johnson County Public Transit's transportation decision-making process
- Granting timely public notice and an adequate review period through this process
- Facilitating adequate public review of major project revisions
- Granting the opportunity for the review of proposed and final plans

- Encouraging and documenting public comment

For these purposes, the City of Tecumseh/Johnson County Public Transit will announce and hold a public hearing in the event of a fare increase, major change in service, or capital construction project. Additionally, the City of Tecumseh/Johnson County Public Transit will provide adequate public notice in the event of a vehicle purchase or when submitting an application for state or federal operating assistance funds with no major service changes or fare increases.

For the purpose of definition, a major change or reduction service will include a reduction in total system vehicle-hours of 10 percent or more, the elimination of service in an area with a population of 2,000 or more, the elimination of service on one or more days of the week, or a change in the type of transit service in an area with a population of 2,000 or more. A fare increase will include an increase in single ride fare for any transit service including other fare categories or a decrease in the discount(s) offered for fare categories.

Public hearings will be advertised in a newspaper of general circulation in the geographic area the project will serve at least 15 calendar days in advance of the public hearing and the comment period will extend 15 days following the public hearing. Notice of hearings will include a concise description of the proposed project and will advertise the availability of translated copies of said hearing notice and/or other publicly released meeting documents in accordance with the City of Tecumseh/Johnson County Public Transit's LAP. Hearings will be held in accessible locations and at times convenient for public attendance.

Written or verbal comments from the public will be accepted during and for at least 10 days following the public hearing. These comments will be reviewed as part of the agency's decision-making process surrounding transportation projects.

An agency staff member will record and prepare formal minutes of the public hearing. These minutes will be available to the public on request. Translations of these minutes, as well as other publicly released meeting documents (e.g., announcements, surveys, comment cards), will be made available to members of the public on request. The availability of translated minutes and other public documents will be advertised on the agency's public hearing notice.

Summary of Past Outreach Efforts

The City of Tecumseh/Johnson County Public Transit routinely performs outreach to the public at a number of locations (for example, posting notices of upcoming public hearings and special service offers in locations selected to reach underserved populations in its service area). These locations include Tecumseh City Hall, Johnson County Courthouse, and the U.S. Post Office, in addition to the agency's service vehicles, website, and the transit office.

The City of Tecumseh/Johnson County Public Transit personnel report infrequent interactions with persons of limited English proficiency, primarily Spanish-speaking individuals a couple of times per year – an estimate supported by the LAP four-factor analysis. Nonetheless, the agency's current public participation strategy has been reviewed and revised to provide opportunities for meaningful access and participation by persons of limited English proficiency.

2.7 Providing Meaningful Access to LEP Persons

The City of Tecumseh/Johnson County Public Transit provides transportation to the general public located in Johnson County, Nebraska. The City of Tecumseh/Johnson County Public Transit personnel report that contact with LEP persons is infrequent. However, the following analysis was completed to inform a Language Assistance Plan that considers the needs of LEP persons who could potentially be encountered by the agency as it administers its programs in the service area.

To facilitate this analysis, 2019-2023 America Community Survey data was analyzed for the agency's service area to inform the Four-Factor Analysis. The data show that the number and proportion of LEP persons in the service area is low, with approximately 90 percent of the population estimated to speak only English. These results and the City of Tecumseh/Johnson County Public Transit four-factor analysis can be found in [Appendix C](#).

Service Area Profile Conclusions

Based on the four-factor analysis, the number and proportion of non-English speaking LEP persons in the vicinity of City of Tecumseh/Johnson County Public Transit is low, with no non-English language groups exceeding the Safe Harbor Threshold of 1,000 or more LEP persons or greater than 5 percent of the service area population. As a result, City of Tecumseh/Johnson County Public Transit has not identified a current need to develop additional language assistance measures. However, should staff encounter individuals with limited English proficiency, employees are trained to respond appropriately and to provide meaningful access to services, as detailed in the Language Assistance Plan, using language assistance resources available through NDOT.

Language Assistance Plan

The City of Tecumseh/Johnson County Public Transit has access to language assistance resources through NDOT, including document translation and verbal interpretation services. Using this resource, City of Tecumseh/Johnson County Public Transit's Title VI Notice to the Public, Discrimination Complaint Form, and Discrimination Complaint Procedures Form have been translated into Spanish for public distribution and for posting on the agency's website. In the event of a public hearing by City of Tecumseh/Johnson County Public Transit, publicly distributed meeting documents, including meeting minutes, can be translated upon request using these resources.

The City of Tecumseh/Johnson County Public Transit has access to verbal interpretation services through NDOT. These resources will be used whenever in-person or over-the-phone interpretation is required to assist riders. The agency will also take reasonable steps to support LEP individuals who may choose to access its programs and services in the future.

Additionally, "I Speak" cards will be available at the agency's main office. These cards allow LEP individuals to quickly identify their spoken language when it cannot be easily determined by staff. This tool will help the City of Tecumseh/Johnson County Public Transit identify language assistance needs as they arise and ensure appropriate support is provided.

2.7.1 Monitoring and Updating the City of Tecumseh/Johnson County Public Transit LAP

The City of Tecumseh/Johnson County Public Transit understands that language needs will change as the service area population changes. The City of Tecumseh/Johnson County Public Transit will revisit the LAP every 3 years and make appropriate changes. Updates may include the following:

- The number of documented LEP person contacts encountered since the last update
- Description of how the needs of LEP persons have been addressed
- Determination of the current LEP population in the agency service area
- Determination of whether the need for language assistance has changed
- Determination of whether local language assistance has been effective and sufficient at meeting needs

- Determination of whether the agency's available outreach resources are sufficient to supply necessary language assistance
- Determination of whether complaints have been received concerning the agency's failure to meet the needs of LEP persons

2.7.2 Employee Training

The City of Tecumseh/Johnson County Public Transit's transit personnel are required to review the current Title VI Program document and sign a written statement declaring their understanding of their obligation to provide service regardless of race, color, or national origin.

Necessary personnel will be familiar with the agency's procedures for handling a potential Title VI complaint.

Janelle Moran has taken part in the Title VI planning and training sessions through NDOT.

Additional resources for employee training include a Title VI training course hosted by NDOT and ongoing Title VI assistance and oversight provided by the NDOT Civil Rights Office.

2.8 Planning and Advisory Bodies

The City of Tecumseh/Johnson County Public Transit does not have a transit-related, non-elected planning board, advisory council, or other committee. In the event such a committee were established prior to the City of Tecumseh/Johnson County Public Transit's next Title VI program submission, the demographic makeup of the planning board or committee would be summarized, as required.

2.9 Equity Analysis to Determine Site or Location of Facilities

The City of Tecumseh/Johnson County Public Transit will complete a Title VI equity analysis during the planning stage for construction projects using FTA funds with regard to where a project is located or sited and to compare the impact of siting alternatives. The purpose of the equity analysis will be to ensure that the determination of the site or location of facilities was made without denying anyone the benefits of the federally funded program or subjecting anyone to discrimination on the basis of race, color, or national origin. Copies of subsequent equity analyses will be included in NDOT's 2029 Title VI Program submission. The City of Tecumseh/Johnson County Public Transit will complete an equity analysis for projects related to facilities, including but not limited to storage facilities, maintenance facilities, operations centers, etc. NDOT follows the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970.

As of the publication of this Title VI Program Plan, no new location or existing facility upgrade is programmed for the time period of this plan. If one is programmed after approval, it will be amended into this document as an appendix.

3 Requests for Additional Information

The City of Tecumseh/Johnson County Public Transit will fully cooperate with any FTA investigation of discrimination complaints to the extent required by Title VI regulations of FTA Circular 4702.1B.

Appendix A

City of Tecumseh/Johnson County Public Transit Title VI Notice

Title VI Notice to the Public

City of Tecumseh/Johnson County Public Transit operates its programs and services without regard to race, color, or national origin in accordance with Title VI of the Civil Rights Act. Any person who believes they have been aggrieved by an unlawful discriminatory practice under Title VI may file a complaint of discrimination by completing and submitting the agency's Title VI Discrimination Complaint Form. This form can be downloaded on the subrecipient's website at <https://tecumsehne.com/handibus> or requested by contacting Janelle Moran at the address provided below.

To request more information on the agency's Title VI obligations or to obtain a detailed description of the agency's Title VI discrimination complaint procedures, please visit the agency website or contact the agency using the information provided. A telephone interpreter can be provided to assist persons of limited English proficiency.

Questions about Title VI? Please contact:

¿Preguntas sobre el Título VI? Por favor comuníquese con:



Subrecipient Organization: City of Tecumseh/Johnson County Public Transit



Phone: 402-335-4011

Attn: Janelle Moran



Email: jmoran@tecumsehne.com

Mailing Address: 122 South 4th Street, P.O. Box 417



Website:
<https://tecumsehne.com/handibus>

City, State ZIP: Tecumseh, NE 68450

Notificación al Público sobre el Título VI

City of Tecumseh/Johnson County Public Transit opera sus programas y servicios sin tomar en cuenta raza, color, u origen nacionalidad de conformidad con el Título VI del Acta de Derechos Civiles. Cualquier persona que crea que ha sido agraviada por cualquier práctica discriminatoria ilegal bajo el Título VI puede presentar una queja de discriminación al completar y enviar el Formulario de Queja de Discriminación de Título VI de la agencia. Este formulario se puede descargar del sitio web del subreceptor en <https://tecumsehne.com/handibus> o solicitarse comunicándose con Janelle Moran a la dirección proporcionada arriba.

Para solicitar mas información sobre las obligaciones de Título VI de la agencia o para obtener una descripción detallada del procedimiento de Quejas de Discriminación del Título VI, favor de visitar la pagina de la agencia o contactar la agencia a la dirección proporcionada arriba. Un interprete telefónico está disponible para asistir personas de dominio de Inglés limitado.



NEBRASKA

Good Life. Great Journey.

DEPARTMENT OF TRANSPORTATION

Appendix B

City of Tecumseh/Johnson County Public Transit Title VI Discrimination Complaint Form

Title VI Discrimination Complaint Form

Please complete, sign, and return this form to the address listed at the bottom of the page.



Complainant name								
Address	City			State		Zip code		
Phone	Email							
Person discriminated against, if different from complainant								
Address	City			State		Zip code		
Phone	Email							
Type of discrimination:	<input type="checkbox"/> Race/Color <input type="checkbox"/> Age <input type="checkbox"/> Sex <input type="checkbox"/> National origin <input type="checkbox"/> Disability <input type="checkbox"/> Other							
Date of incident								
Please provide the date and location of the alleged discriminatory actions, including both the earliest and most recent incidents.								
Please provide a brief and clear account of the discriminatory incident, including details of what happened, who was involved and any differential treatment compared to others. You may also include supporting materials for your complaint. Please attach any additional written or supporting information that you believe is relevant to this complaint.								
Please provide the names and contact information of persons, including witnesses or others, whom we may contact for additional information to investigate your complaint.								
To process your complaint, please ensure it is signed and dated below.								
Signature								
Date								

OFFICE USE ONLY

Received by		Date received	
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Título VI Formulario de queja por discriminación NEBRASKA

Complete, firme y envíe este formulario a la dirección que aparece en la parte inferior de la página.

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DEPARTMENT OF TRANSPORTATION

Nombre del denunciante									
Dirección			Ciudad			Estado		Código postal	
Teléfono			Correo electrónico						

Víctima de la discriminación, si es diferente del denunciante									
Dirección			Ciudad			Estado		Código postal	
Teléfono			Correo electrónico						

Tipo de discriminación:		<input type="checkbox"/> Raza/Color	<input type="checkbox"/> Edad	<input type="checkbox"/> Sexo	<input type="checkbox"/> Nación de origen	<input type="checkbox"/> Discapacidad	<input type="checkbox"/> Otra opción
Fecha del incidente							

Proporcione la fecha y el lugar de las supuestas acciones discriminatorias, incluidos tanto los incidentes más tempranos como los más recientes.

Proporcione un informe breve y claro del incidente discriminatorio, incluidos los detalles de lo que sucedió, quién estuvo involucrado y cualquier tratamiento diferencial en comparación con otros. También puede incluir materiales de respaldo para su queja. Adjunte cualquier información adicional por escrito o de apoyo que considere relevante para esta queja.

Proporcione los nombres y la información de contacto de las personas, incluidos los testigos u otras personas, con quienes podamos comunicarnos para obtener información adicional para investigar su queja.

Para procesar su queja, asegúrese de que esté firmada y fechada a continuación.

Firma	
Fecha	

DIRECCIÓN POSTAL



CORREO ELECTRÓNICO



SOLO PARA USO DEL OFICINA

Recibido por		Fecha de recepción	
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Appendix C

City of Tecumseh/Johnson County Public Transit Four-Factor Analysis and Language Assistance Plan

City of Tecumseh/Johnson County Public Transit Four-Factor Analysis

City of Tecumseh/Johnson County Public Transit provides transportation to the general public located within Johnson County, Nebraska. City of Tecumseh/Johnson County Public Transit personnel report that contact with clients of limited English proficiency (LEP) is infrequent, with no recent reported contacts with LEP clients by the agency. However, the following analysis was completed to inform a Language Assistance Plan that considers the needs of LEP persons who could potentially be encountered by the agency as it administers its programs in the service area.

To facilitate this analysis, 2019-2023 America Community Survey data was analyzed for the agency's service area to inform the Four-Factor Analysis. The data show that the number and proportion of LEP persons in the service area is low, with approximately 90 percent of the population estimated to speak only English.

Based on the four-factor analysis, the number and proportion of non-English speaking LEP persons in the vicinity of City of Tecumseh/Johnson County Public Transit is very low, with no non-English language groups exceeding the Safe Harbor Threshold of 1,000 or more LEP persons or greater than 5 percent of the service area population. Moreover, the agency personnel report that contact with LEP persons is infrequent. As a result, City of Tecumseh/Johnson County Public Transit has not identified a current need to develop additional language assistance measures. However, should staff encounter individuals with limited English proficiency, employees are trained to respond appropriately and to provide meaningful access to services, as detailed in the Language Assistance Plan, using language assistance resources available through NDOT.

Factor 1: The number or proportion of LEP persons eligible to be served or likely to be encountered by the program or recipient

City of Tecumseh/Johnson County Public Transit provides transportation service for the residents within Johnson County, Nebraska. To estimate the number and proportion of individuals with LEP in the service area, data from the 2019-2023 American Community Survey was reviewed. For this analysis, LEP is defined as individuals who speak English less than "very well". LEP may also refer to individuals with limited ability to read, write, or understand English.

City of Tecumseh/Johnson County Public Transit service area LEP profile

- The total number of persons over the age of five within Johnson County, Nebraska is 5,013.
- Approximately 90 percent of this total population speak English only.
- Spanish is the largest non-English language group in the City of Tecumseh/Johnson County Public Transit service area. This language group is estimated to be 142 LEP persons, or approximately 2.8 percent of the area's total population.
- Other language groups in the City of Tecumseh/Johnson County Public Transit service area contained a low number or proportion of LEP persons that did not surpass the Safe Harbor Threshold of 1,000 LEP persons or greater than 5 percent proportion of LEP persons in the service area.

Factor 1a: How LEP persons interact with the agency

Agency staff report that contact with LEP individuals is infrequent. It is estimated that such contact would most likely occur while scheduling or providing transportation.

Factor 1b: Literacy skills of LEP persons in their native language to determine whether the translation of written documents will be an effective practice

No complete data on native language literacy was available. If additional data becomes available, it will be incorporated into future analyses. Based on current resources and practices, the agency does not anticipate significant barriers to service due to literacy limitations.

Factor 1c: Whether LEP persons are underserved due to language barriers

Given the low number and proportion of LEP individuals in the service area and the limited contact reported by staff, the agency does not anticipate language to be a barrier to accessing services.

Factor 2: Frequency of Contact with LEP persons

City of Tecumseh/Johnson County Public Transit personnel report that interaction with LEP individuals while administering programs and services is infrequent.

Factor 3: Nature and importance of the Program, Activity, or Service

City of Tecumseh/Johnson County Public Transit operates a public transportation agency, which is available to all residents within the service area. These services provide essential mobility services and access to critical destinations. These destinations include but are not limited to, medical appointments, employment, education, shopping, and social activities. The agency considers its services to be highly important to the community.

Factor 4: Resources Available and Associated Costs

City of Tecumseh/Johnson County Public Transit has access to Title VI LEP outreach resources through NDOT, including document translations assistance and verbal translation over the phone using Nebraska Language Line, Title VI template documents (e.g., Title VI Notice to the Public, Title VI Complaint Form, etc.), and general Title VI assistance and oversight.

Language Assistance Plan

City of Tecumseh/Johnson County Public Transit has access to language assistance resources through NDOT, including document translation and verbal interpretation services. Using this resource, City of Tecumseh/Johnson County Public Transit's Title VI Notice to the Public, Discrimination Complaint Form, and Discrimination Complaint Procedures Form have been translated into Spanish for public distribution and for posting on the agency's website. In the event of a public hearing by City of Tecumseh/Johnson County Public Transit, publicly distributed meeting documents, including meeting minutes, can be translated upon request using these resources.

City of Tecumseh/Johnson County Public Transit has access to verbal interpretation services through NDOT. These resources will be used whenever in-person or over-the-phone interpretation is required to assist riders. The agency will also take reasonable steps to support LEP individuals who may choose to access its programs and services in the future.

Additionally, "I Speak" cards will be available at the agency's main office. These cards allow LEP individuals to quickly identify their spoken language when it cannot be easily determined by staff. This tool will help City of Tecumseh/Johnson County Public Transit identify language assistance needs as they arise and ensure appropriate support is provided.

Appendix D

City of Tecumseh/Johnson County Public Transit Title VI Complaint Investigation Log

Title VI Complaint and Lawsuit Tracking Form

Title VI Complaints

Title VI Complaints			
Complainant Name	Date of Incident	Date Filed	Summary of Complaint (Include basis of complaint: race, color, or national origin)

Title VI Lawsuits

Title VI Lawsuits			
Name of Plaintiff	Date of Incident	Date Filed	Allegation(s)

Submitted by:

Subrecipient Organization: City of Tecumseh/Johnson County Public Transit
 Attn: Janelle Moran

Address: 122 South 4th Street, P.O. Box 417

City, State ZIP: Tecumseh, NE 68450

Phone: 402-335-4011

Email: jmoran@tecumsehne.com



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 DEPARTMENT OF TRANSPORTATION