

**CIVIL RIGHTS STRATEGIC PLAN
FY 2011**

CITY OF HUNTSVILLE
DEPARTMENT OF PARKING & PUBLIC TRANSIT
500 B CHURCH STREET
HUNTSVILLE AL 35801

FTA RECIPIENT # 1075
FTA REGION IV

Revised by the Department of Parking & Public Transit
September 2016

CIVIL RIGHTS STRATEGIC PLAN

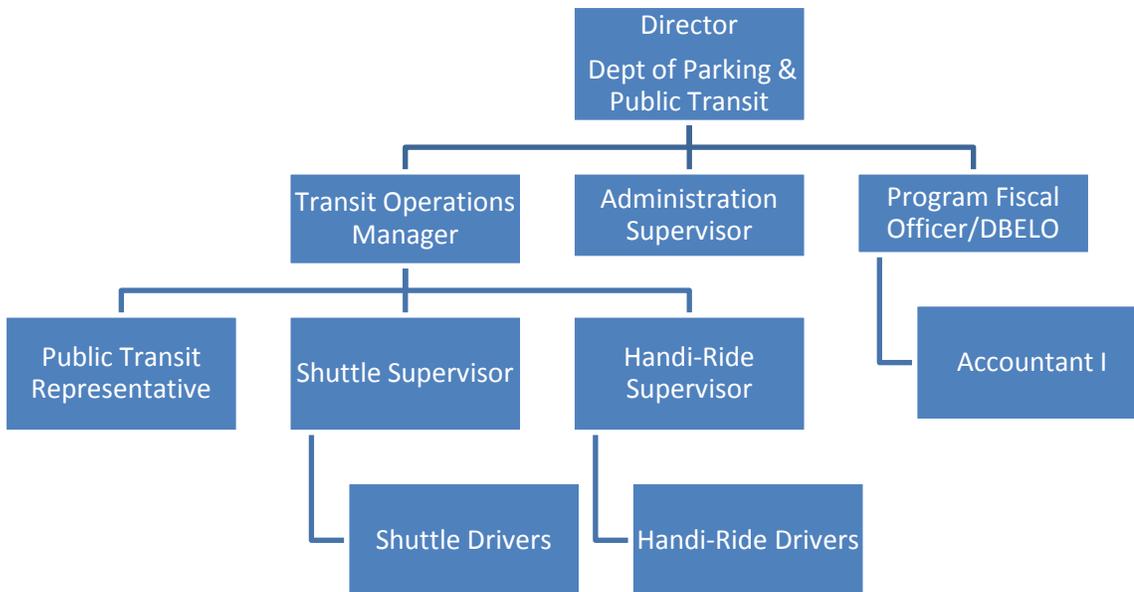
Introduction

The Department of Parking & Public Transit is a department of the City of Huntsville, a Municipality in Madison County, Alabama, Fifth Congressional District of Alabama. As recipient of both Federal Transit Administration funds and City of Huntsville, General Revenues, Public Transit is required to adhere to the policies, procedures and regulations of the City of Huntsville, Alabama, the State of Alabama, and the Federal Transit Administration.

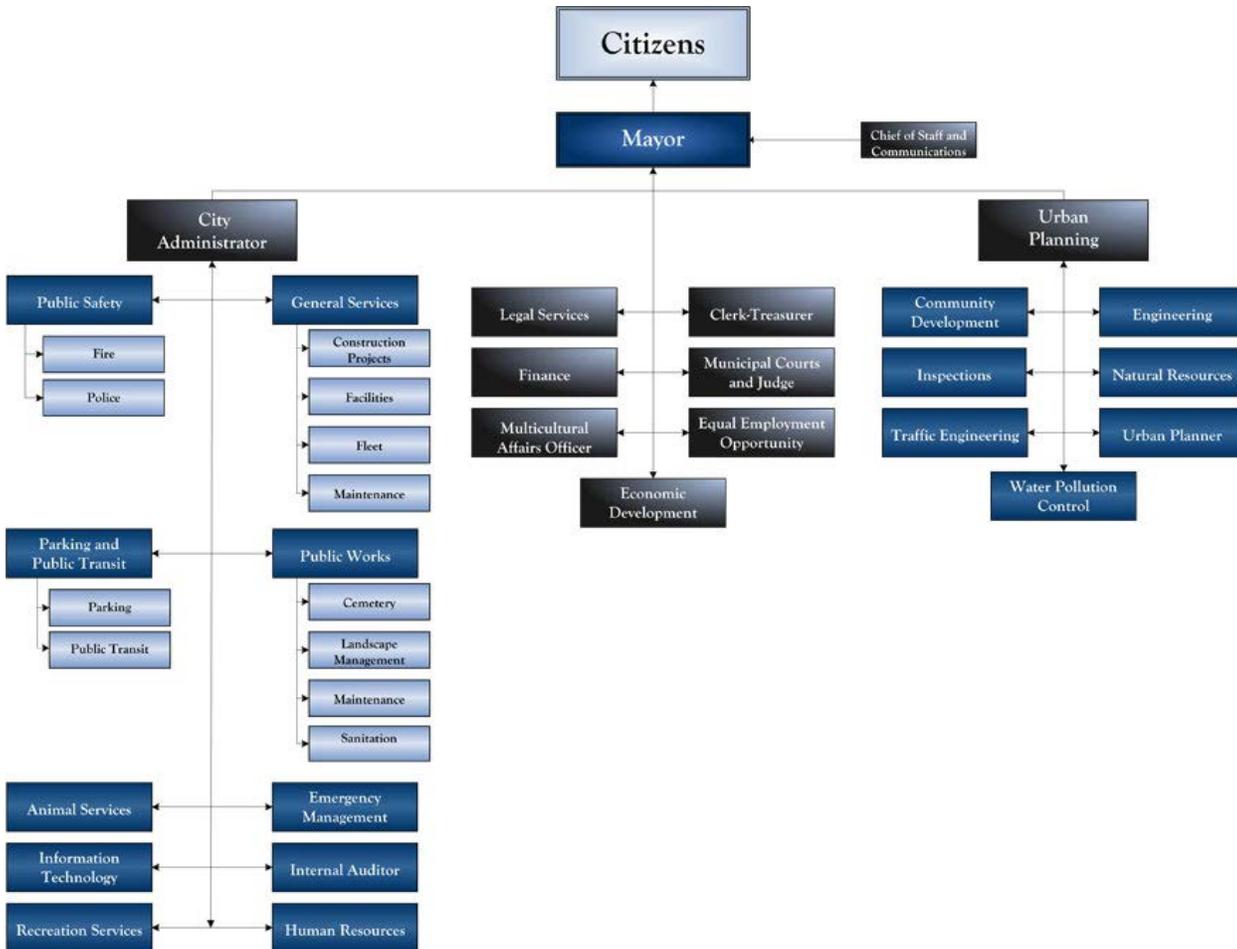
The Urbanized Area is over 200,000 and the MPO is seated in Huntsville, Alabama, with the City of Huntsville, Planning Department as administration for the MPO program. The Department of Parking & Public Transit and the MPO have a MOU on file and part of the Title VI program and the UPWP.

Public Transit's goal is to provide adequate and efficient community transportation services for the general public, senior citizens, physically challenged citizens, commuters, and individuals with limited transportation alternatives.

A current Public Transit organizational chart is below. This chart emphasizes the direct contact the Disadvantaged Business Enterprise Liaison Officer (DBELO) has with the Director of the department.



The City of Huntsville, Alabama, organizational chart is below and emphasizes the direct contact the Equal Employment Opportunity Office (EEO) has with the Mayor, as does the Legal Department.



EEO Program

It is the City of Huntsville's policy to promote the realization of equal employment opportunity through a positive continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regards to race, color, religion, sex, national origin, age, disability, military status, genetic information, or any other characteristic protected by applicable federal or state law. The EEO program can be found under the City of Huntsville Personnel Policies and Procedures Manual, dated February 2005, Section 3.2, Page 8. The EEO Officer coordinates the City's EEO efforts and has full support of the Mayor and the City Council in carrying out these duties. This program has been prepared in accordance with FTA Circular 4704.1, July 26, 1988.

FTA Region IV Civil Rights Office completed the EEO Program review and approved the program as of August 3, 2015. An updated program will be submitted to the FTA Region IV Civil Rights Office by April 18, 2018, thirty (30) days prior to the expiration date.

Title VI Program

Title VI, part of the Civil Rights Act of 1964, as amended, stipulates that no person in the United States shall, on the grounds of race, color, national origin, religion, gender, age, social condition, handicapped, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance from the Department of Transportation.

The MPO and Department of Parking & Public Transit coordinates the Title VI program for Department of Transportation funded projects and programs. The Title VI program and subsequent updates have been completed in accordance with FTA Circular 4702.1a and includes the Limited English Proficiency Plan (LEP).

FTA Region IV, Civil Rights Office, reviewed the Title VI Updated Program and LEP Plan and approved the program as of June 9, 2015. The approval expires on May 31, 2018. An updated plan will be forwarded to FTA Region IV, Civil Rights Office, by April 1, 2018, thirty (30) days prior to the expiration date.

DBE Program

The Federal Disadvantaged Enterprise (DBE) Program is to improve the participation of minorities or small businesses in the award of federally funded projects.

Public Transit's DBE Liaison Officer (DBELO) oversees the DBE Program for Public Transit. The DBE Program and Updates are in accordance with 49 CFR Part 26, as amended. On March 18, 2010, FTA Region IV Civil Rights Office approved the DBE Program for the City of Huntsville, Public Transit. According to the new DOT final rule dated February 3, 2010, DBE Program Goal annual submissions are no longer necessary. New requirements maintain that goals and goal

settings be submitted on a three (3) year methodology. Pursuant to that rule our organizations next DBE goal and methodology submission is due to FTA Region IV, Civil Rights Office, on August 1, 2016. This submission will cover federal fiscal years 2016, 2017, and 2018.