



Seattle Office for Civil Rights

City of Seattle Title VI Plan

Updated on July 22, 2026

Seattle Office for Civil Rights | Derrick Wheeler-Smith, Director

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I. Title VI Policy Statement

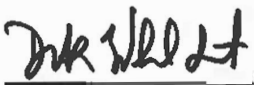
It is the policy of the City of Seattle Office for Civil Rights that no person shall on the grounds of race, color, and national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any operation of the City of Seattle as provided by Title VI of the Civil Rights Act of 1964 and related statutes.

This policy applies to all operations of the City of Seattle, including its contractors and anyone who acts on behalf of the City of Seattle). This policy also applies to the operations of any department or agency to which the City of Seattle extends federal financial assistance. Federal financial assistance includes grants, training, equipment usage, donations of surplus property, and other assistance.

Prohibited discrimination may be intentional or unintentional. Seemingly, neutral acts that have disparate impacts on individuals of a protected group and lack a substantial legitimate justification are a form of prohibited discrimination. Harassment and retaliation are also prohibited forms of discrimination.

Examples of prohibited types of discrimination based on race, color, or national origin include: Denial to an individual any service, financial aid, or other benefit; Distinctions in the quality, quantity, or manner in which a benefit is provided; Segregation or separate treatment; Restriction in the enjoyment of any advantages, privileges, or other benefits provided; Discrimination in any activities related to highway and infrastructure or facility built or repaired; and Discrimination in employment.

Title VI compliance is a condition of receipt of federal funds. The Title VI Coordinator is authorized to ensure compliance with this policy, Title VI of the Civil Rights Act of 1964, 42 USC § 2000d and related statutes, 42 USC 4601 to 4655; 23 USC 109(h); 23 USC 324; DOT Order 1050.2; 28 CFR 50.3 and 49 CFR part 21.

Signed: 
Derrick Wheeler-Smith, Director
Seattle Office for Civil Rights

January 30, , 2026

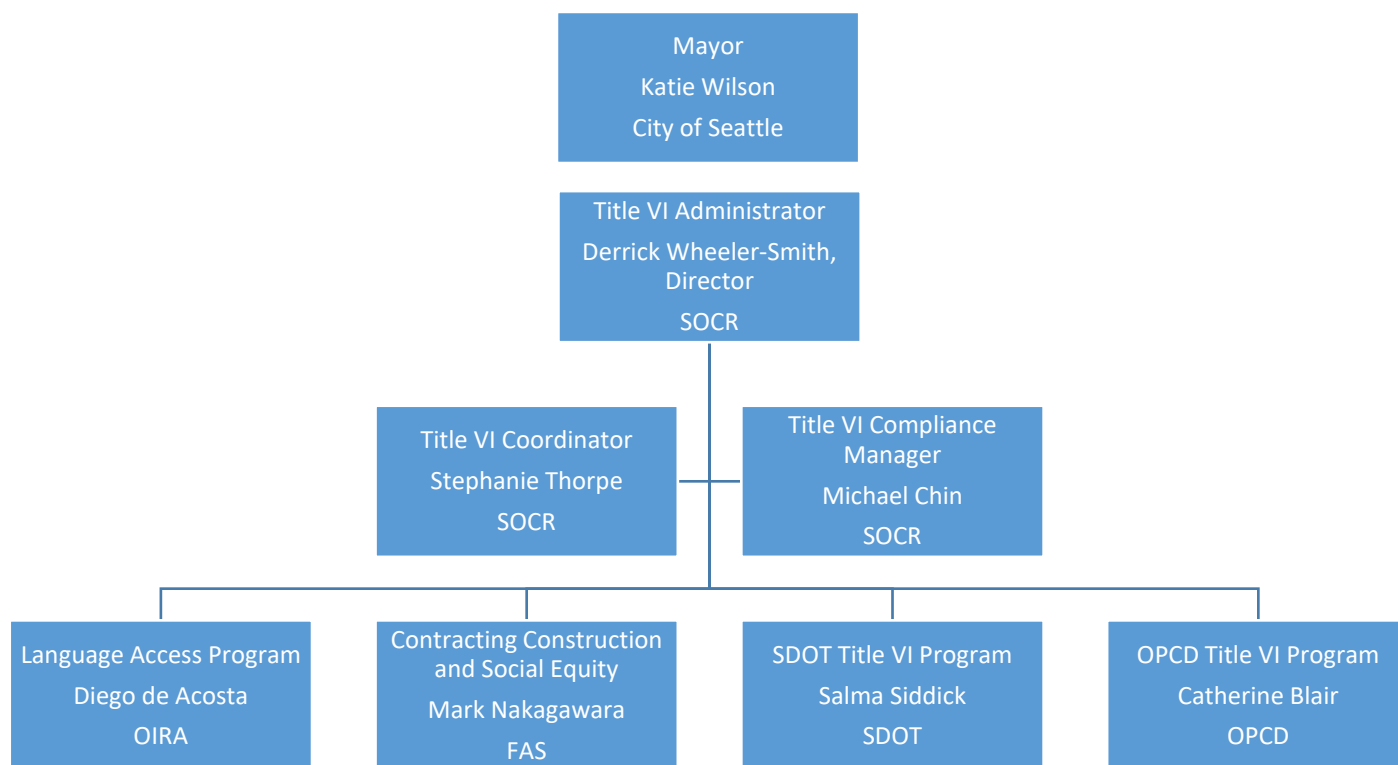
II. Overview, Organization, Staffing, and Structure

A. Overview

In 2020, the City's Title VI Plan set out a new organizational structure that created a designated role for compliance. Central, citywide efforts are led and coordinated through the Seattle Office for Civil Rights (SOCR). The Title VI Coordinator is responsible for coordinating and implementing Title VI requirements across all City departments, ensuring compliance, conducting annual training, and providing technical assistance to City departments and Title VI Information to the public. The SOCR Title VI Compliance Manager is responsible for handling Title VI complaints from the public, which includes assessing complaints, initiating investigations, facilitating resolutions, and completing investigations. For Federal Highway Administration (FHWA) Title VI complaints, the SOCR Title VI Compliance Manager must not accept, dismiss, or assess the merit of these cases without FHWA's expressed permission. The Seattle Department of Transportation's (SDOT) Title VI Compliance Manager and Seattle Office of Planning and

Community Development’s (OPCD) Title VI Compliance Manager monitor compliance, provide staff training on Title VI, and fulfills reporting requirements. The Title VI Coordinator, SDOT Title VI Compliance Manager, OPCD Title VI Compliance Manager, and Title VI program liaisons meet regularly to review Title VI compliance and alert the Title VI Administrator of any issues.

B. Structure



C. Roles and Responsibilities

The **Mayor of Seattle** is responsible for ensuring the implementation of the City’s Title VI program. In agreement with 23 C.F.R. § 200.9 (b), the Mayor has established and staffed the Seattle Office for Civil Rights (SOCR) to fulfill and implement all federal civil rights requirements.

The **Director** of the SOCR serves as the Title VI Administrator, is responsible for the overall management and implementation of the Title VI program on behalf of the Mayor. The day-to-day administration of the program lies with the Title VI Coordinator and the SOCR Title VI Compliance Manager. The Title VI Coordinator reports directly to the Director and has access and interaction with the Seattle Department of Transportation (SDOT), Seattle Office of Planning and Community

Development (OPCD), and Washington State Department of Transportation (WSDOT) on all matters pertaining to the Title VI program. Organizationally and functionally, the citywide Title VI Program is a part of SOCR's Civil Rights Enforcement Division.

Citywide Title VI Program

The Citywide Title VI Program is responsible for the administration of the City's Title VI program in coordination with SDOT's Office of Equity and Economic Inclusion and OPCD. Internally, the Program is responsible for statewide guidance, technical assistance, and training on Title VI, as well as the development and implementation of SDOT and OPCD's FHWA corrective action plan items, special emphasis areas (e.g., a FHWA/FTA placed emphasis on any special program), language assistance policy for Limited English Proficiency (LEP), and Environmental Justice (EJ). Externally, the citywide Title VI Program provides guidance, technical assistance and training to local public agency managers, contractors, and other sub-recipients, as well as monitors these entities for compliance with federal guidelines.

Title VI Coordinator

The **Title VI Coordinator** works to ensure there is a demonstrated commitment to enforce citywide Title VI and is responsible for overall program implementation. Specifically, the position has the authority and responsibility to implement the citywide Title VI program by:

- a. **Program Administration** – Administer the Title VI program and coordinate implementation of the plan. Work with SDOT and OPCD Title VI Compliance Manager and Title VI program liaisons to ensure compliance with the assurances, policy, and program objectives. Perform Title VI program reviews to assess and update administrative procedures, staffing, and resources; provide recommendations as required to the Title VI Administrator and the Mayor.
- b. **Data Collection** – Periodically review the statistical data gathering process performed by SDOT and OPCD's Title VI Compliance Manager and Title VI Program Area Liaisons to ensure sufficiency of data for meeting the requirements of the Title VI program administration.
- c. **Training Programs** – Conduct or facilitate training programs on Title VI current and new regulations for City employees and facilitate Title VI training for appropriate staff, contractors, and subrecipients.
- d. **Title VI Plan Update** – Review and update the Citywide Title VI Plan in consultation with OIRA, FAS, SDOT and OPCD. Present updated plan to the Title VI Administrator for approval.
- e. **Title VI AUAR Plan** – Review and update the Title VI Annual Update and Accomplishments Report prepared by SDOT and OPCD's Title VI Compliance Manager.
- f. **Federally Required Reporting** – Periodically conduct reviews of the City's Title VI Program to assess for Title VI compliance and work with the Title VI Program Area Liaisons annually to assure their effectiveness in compliance with Title VI provisions. This includes review of departmental reporting to federal agencies as required. Coordinate efforts with the SDOT and

OPCD's Title VI Compliance Manager and Title VI Program Area Liaisons to ensure that the requirements of Title VI are met.

- g. **Public Dissemination** – Work with City staff to develop and disseminate Title VI program information to City employees and subrecipients, including contractors, subcontractors, consultants, and subconsultants and beneficiaries, as well as the public. Public dissemination may include:
 - Postings of official statements, inclusion of Title VI language in contracts or other agreements, website postings, and annual publication of the City's Title VI Policy Statement in newspaper(s) in general circulation, and informational brochures.
 - Public service announcements or notices of proposed projects, hearings, meetings, or formation of public advisory boards, are posted in newspapers or other media reaching the affected community.
 - Full utilization of available publications or media and, where appropriate, provide written or verbal information in languages other than English. See Exhibit 1 for the City's Title VI Notice to the Public.
- h. **Maintain Legislative and Procedural Information** – Federal laws, rules and regulations, the current City of Seattle Title VI Plan, and other resource information pertaining to the implementation and administration of the City's Title VI program. This will be maintained and updated regularly and be made available to other agencies, or the public as requested or required.

SOCR Title VI Compliance Manager

The **SOCR Title VI Compliance Manager** works to support the Title VI Coordinator in the enforcement of Title VI. Specifically, the position has the authority and responsibility to implement the Title VI program by:

- a. **Handle Title VI Complaints** – Review and assign Title VI complaints for investigations received by the City of Seattle in accordance with Title VI procedural guidelines (see Section 7 – Title VI Complaint Procedures).
- b. **Report and Monitor Complaints** – Collect data on discrimination complaints and violations of Title VI.
- c. **Address and eliminate discrimination** – Work with the City Departments to establish procedures for promptly resolving deficiencies, as needed. Recommend procedures to identify and eliminate discrimination that may be discovered in any City processes.

Title VI Program Area Liaisons

Through collective efforts across the City, several departments within the City are responsible for leading specific aspects of the City's Title VI Plan. These program areas include: the **Office of Immigrant**

and **Refugee Affairs** (OIRA) that oversees the City’s Language Access Plan, the **Department of Facilities and Administrative Services** (FAS) that coordinates the City’s Small Business Enterprise compliance on construction and consultant contracts, , the **Seattle Department of Transportation** (SDOT) that oversees Title VI coordination in relation to transportation activities and compliance, **Office of Planning and Community Development** (OPCD) that oversees Title VI coordination in relation to its transportation-related planning activities and compliance. The Program Areas section includes greater detail on the roles and responsibilities of those City departments.

III. Primary Program Area Descriptions & Review Procedures

A. Overview

Title VI Program Areas are listed below with each department responsible. Departments are responsible for designating staff to act as the Title VI Program Area Liaison to work with the Title VI Coordinator and the SOCR Title VI Compliance Manager. The liaison(s) shall provide program monitoring, data collection, and reporting, as well as dissemination of Title VI information within their respective departments. While not all City departments are listed below, every City department is responsible for adherence to Title VI. For all other City departments, the department’s Director or other designee will assist with dissemination of Title VI materials to staff and the public.

B. Language Access Program (LAP) – Office of Immigrant and Refugee Affairs

The **Seattle Office of Immigrant and Refugee Affairs (OIRA)** is responsible for the citywide Language Access Program (LAP). The City of Seattle’s LAP seeks to help all immigrant and refugee residents, regardless of English proficiency, experience meaningful and equitable access to City information, programs, services, and civic engagement.

The program aims to achieve these goals:

- a. **Creating a Welcoming City.** The program aims to foster a welcoming environment through advising on culturally responsive communications from City departments and staff so that immigrant and refugee residents truly feel represented.
- b. **Seamless Integration.** Support immigrant and refugee community members in successfully integrating into and participating in Seattle's civic, economic, and cultural life by providing in-language communication and outreach.
- c. **Strengthening Community Resilience.** The COVID-19 pandemic revealed the vital role of language access in protecting vulnerable populations. Clear communication during crises save lives. The program prioritizes barriers to build a resilient city.
- d. **Ensuring Legal Compliance.** The LAP complies with Title VI of the Civil Rights Act and the 2017-10 Executive Order requiring meaningful access for LEP. Adhering to these mandates protects the city while upholding equity for all residents.

The OIRA is responsible for the following Language Access Program oversight duties which include:

1. Work with departments to finalize Language Access Plans before they are transmitted

- to the Mayor for approval.
2. Provide technical assistance for language services to all departments, including training department staff.
 3. Provide strategic guidance about working with non-English speaking residents to departments, the City Council, and the Mayor's Office.
 4. Aid departments, City Council, and the Mayor's Office in identifying bilingual staff.
 5. Oversee, update, and maintain a web portal that includes language access resources and tools.
 6. Provide departments with model Language Access Plans.
 7. Provide departments with technical assistance for language access and prioritize departments leading labor, contract, environment, resilience strategy, equitable development, successful aging, health-related emergencies, refugee relief, disaster preparedness, recovery programs, crisis situations, equitable outreach, and inclusive public participation programs.
 8. Update the list of primary and emerging languages based on the best available data, including the American Community Survey from the U.S. Census Bureau.

Through its Language Access program, OIRA collaborates with City departments to ensure that residents who prefer languages other than English are able to access the information and services they need and that departments are able to effectively serve them. The City has a goal of becoming a national leader in immigrant integration and a model for language access.

Website: seattle.gov/iandraftaffairs/LA

For more information: Email IMR_LanguageAccess@seattle.gov or phone [\(206\) 615-0195](tel:(206)615-0195) / [\(206\) 688-0003](tel:(206)688-0003).

C. Contracting, Construction, and Social Equity – Facilities and Administrative Services

The City of Seattle's **Facilities and Administrative Services (FAS)** Contracting and Social Equity Program promotes equity in contracting for historically underutilized businesses with the goal to create a welcome, inclusive, and responsive environment. The City's Small Business Enterprise Program, managed by FAS, supports Small Business Enterprise through outreach, engagement, and making aspirational use goals.

Social Responsibility in Contracting. The City is committed to socially responsible procurement and promoting social equity through our contracts. We work to ensure open and fair procurements, competitive and fair pricing, environmentally sustainable solutions, best labor practices, and access to equal benefits when applicable in City bid decisions and contracts.

Acceptable Work Sites. The City implements stringent standards for acceptable behavior on City construction work sites that prohibit discrimination, bullying, hazing, and other related behaviors—particularly those based upon race, color, and national origin. Contractors of each tier must ensure an appropriate, productive, and safe environment for all workers. The City is also

implementing training for workers on preventing and addressing unacceptable behaviors on projects \$5 million or more.

Accessibility and Design. The City ensures all people have access to facilities, programs, and services by directing and supporting City departments and offices that manage, design, construct, alter, maintain, and lease City facilities and properties to comply with accessible design requirements and provide accessible services.

Green Purchasing. The City of Seattle promotes environmental stewardship and reducing greenhouse gas emissions when buying goods, materials, services, and capital improvements. City departments strategize, promote and review outcomes, identify market transformation opportunities, develop specifications and selection criteria, and educate vendors and end users.

Website: seattle.gov/purchasing-and-contracting/social-equity/wmbe

For more information: Email mark.nakagawara@seattle.gov or phone [\(206\) 684-4542](tel:2066844542).

Resources:

<https://www.seattle.gov/Documents/Departments/FAS/PurchasingAndContracting/WMBE/2019-City-of-Seattle-WMBE-Annual-Report-FAS.pdf>

D. Transportation Title VI Program – Seattle Department of Transportation

The **Seattle Department of Transportation** (SDOT) Office of Equity and Economic Inclusion (OEEI) is responsible for all Title VI program areas pertaining to planning, environmental activities, right of way, construction and maintenance, and design of transportation infrastructure, as well as transit services delivered through City-owned assets. SDOT is responsible for ensuring compliance and fulfilling the requirements set forth by the Federal Highway Administration in 23 CFR Part 200 and 49 CFR Part 21 and the Federal Transit Administration in Circular 4702.1B, Title VI Requirements and Guidelines for Federal Transit Administration Recipient including compliance with assurances (see Exhibit 2) relating to City of Seattle transportation activities.

SDOT's Compliance Manager is responsible for the following activities relating to the Seattle Department of Transportation:

- a. Coordination – Coordinate with all SDOT divisions whose work directly relates to Title VI work. This includes the Seattle Center in connection with the Seattle Monorail.
- b. Planning & Design –
 - I. Analyze current demographic data from the U.S. census, American Community Survey, and other sources in support of evaluating budget decisions, investment strategies, project impacts, and benefits to all community members. Outcomes include: investments in traditionally underserved communities, language translation, and access to information, and development of the public outreach and involvement processes that reflect community characteristics and needs. SDOT has

- an in-house Language Access Program that supports translation and language access needs.
 - II. Develop and update operational guidelines and directives to ensure the inclusion of Title VI language and provisions.
 - III. Review activities associated with public hearings to support the participation of targeted communities.
 - IV. Develop and update operational manuals and directives to ensure the inclusion of Title VI language and provisions.
- c. Education & Training – SDOT facilitates its own Title VI trainings each year, administered by its Title VI program. They generally host 4-5 training sessions per year to accommodate 1200 employees. Most are virtual, with in-person training offered to crew when possible. A copy of the SDOT training conducted will be reported in the annual update to WSDOT (for the Federal Highway Administration - FHWA).
- d. Right of Way –
 - I. Incorporate Title VI language and assurance statements in all surveys of property owners and tenants after the conclusion of all business.
 - II. Ensure that regulatory standards and communications associated with real property acquisition and relocation advisory assistance services result in equitable treatment.
 - III. Ensure relocation advisory assistance services are provided to all eligible displaced persons, tenants, and entities.
 - IV. Ensure the preparation of deeds, permits, and leases contains the appropriate Title VI clauses.
- e. Construction & Maintenance –
 - I. Review activities and programs to ensure that maintenance efforts and resources are applied fairly for projects and programs.
 - II. Monitor all maintenance operations and management practice ensure non discrimination.
 - III. Coordinate gathering of maintenance information for the Annual Title VI Report.
- f. Data Collection – Review the statistical data gathering process performed by staff to ensure sufficiency of data for meeting the requirements of the Title VI.
- g. Environmental Impact Statements –
 - I. Evaluate each transportation program or project for environmental issues and regulatory compliance requirements, including potential social and economic impacts.
 - II. Most projects are reviewed under the State Environmental Policy Act (SEPA) and projects with federal funding and/or permits are typically reviewed under the National Environmental Assessment (NEPA).
 - III. Project scope, complexity, and impact may require a SEPA checklist, SEPA Determination of Non-Significance, SEPA EIS, NEPA Categorical Exclusion, or WSDOT Environmental Classification Summary (ECS) Form, NEPA

- Environmental Assessment (EA) and/or NEPA Environmental Impact Statement will be completed.
- IV. Assist in collecting and conducting background research on program and project areas of potential impacts to determine community demographics. SDOT incorporates demographic data from the US Census, American Community Survey, and Seattle Public Schools.
 - V. Coordinate as needed with internal Title VI subject matter experts, other key stakeholders in our public engagement, planning, design, right of way, and maintenance teams to evaluate data through a Title VI lens for our transportation improvements.
 - VI. SDOT's environmental team will incorporate adequate time into the environmental review process to consult SDOT's Title VI program and other key stakeholders as needed to address any Title VI issues regarding public engagement/outreach, or surveys/feedback from plans or studies.
 - VII. SDOT's environmental team coordinates with Project Managers and SDOT's Title VI team to compile and track NEPA, SEPA and related Title VI data for use in Title VI project documentation and annual reports.

Title VI Plan Update –Provide necessary information to the Title VI Coordinator for inclusion in the Title VI Plan. Review and update SDOT-related elements of the Title VI Plan as needed or required. Submit amended Plan to WSDOT (for FHWA) or other federal agencies as required.

Federally Required Reporting. SDOT's Compliance Manager will conduct reviews of SDOT's Title VI activities to assess Title VI compliance and assist the Title VI Coordinator during periodic reviews. An annual executive summary will be submitted to the Title VI Coordinator to review Title VI accomplishments achieved during the year. Annual reports are required per requirements set forth by WSDOT (for FHWA) and the Federal Transit Administration (FTA). The SDOT Title VI Compliance Manager will be responsible for the coordination and preparation of the report.

SDOT's Compliance Manager will coordinate an Annual FHWA Title VI Update of Accomplishments to be submitted to WSDOT (for FHWA) by November 1 of each year. The update will report on accomplishments and changes to the program during the preceding year and will also include goals and objectives for the upcoming year. The SDOT Title VI Compliance Manager will coordinate the Triennial FTA Title VI Program Report to FTA to be submitted by the date outlined by the FTA. SDOT's Compliance Manager is Salma Siddick.

Website: seattle.gov/transportation/about-us/office-of-equity-and-economic-inclusion

For more information: Email salma.siddick@seattle.gov or phone [\(206\) 640-3313](tel:2066403313).

E. Transportation-Funded Title VI Program – Seattle Office of Planning and Community Development

The **Seattle Office of Planning and Community Development** (OPCD) is responsible for all Title VI program areas pertaining to its planning and environmental activities. OPCD is responsible for ensuring compliance and fulfilling the requirements set forth by the Federal Highway Administration in 23 CFR Part 200 and 49 CFR Part 21 and the Federal Transit Administration in

Circular 4702.1B, Title VI Requirements and Guidelines for Federal Transit Administration Recipient including compliance with assurances relating to City of Seattle transportation activities.

OPCD's Compliance Manager is responsible for the following activities relating to the Seattle Office of Planning and Community Development:

- a. Coordination – Coordinate department's work which directly relates to Title VI work.
- b. Data Collection – Review the statistical data gathering process performed by staff to ensure sufficiency of data for meeting the requirements of the Title VI.
- c. Environmental Impact Statements – Ensure that available census data are included as a part of all Environmental Impact Statements/Assessments (EIS/EIA) conducted by the department for projects receiving federal financial assistance.
- d. Title VI Plan Update – Provide necessary information to the Title VI Coordinator for inclusion in the Title VI Plan. Review and update OPCD-related elements of the Title VI Plan as needed or required. Submit amended Plan to WSDOT (for FHWA) or other federal agencies as required.

Federally Required Reporting. OPCD's Compliance Manager will conduct reviews of OPCD's Title VI activities to assess Title VI compliance and assist the Title VI Coordinator during periodic reviews. An annual executive summary will be submitted to the Title VI Coordinator to review Title VI accomplishments achieved during the year. Annual reports are required per requirements set forth by WSDOT (for FHWA) and the Federal Transit Administration (FTA). The OPCD Title VI Compliance Manager will be responsible for coordination and preparation of the report.

OPCD's Compliance Manager will coordinate an Annual FHWA Title VI Update of Accomplishments to be submitted to WSDOT (for FHWA) by November 1 of each year. The update will report on accomplishments and changes to the program during the preceding year and will also include goals and objectives for the upcoming year. OPCD's Compliance Manager is Catherine Blair.

Website: /about-us

For More information: Email catherine.blair@seattle.gov

IV. Review Procedures

A. Title VI Review of Subrecipients of Federal Aid Highway Funds

The recipient, in accordance with 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 in any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.

Program Area Liaisons, the SDOT Title VI Compliance Manager, OPCD Title VI Compliance Manager, and the Title VI Coordinator will assist WSDOT to periodically conduct FHWA Title VI compliance reviews. Program Area Liaisons, the SDOT Title VI Compliance Manager, and the Title VI Coordinator will assist WSDOT to periodically conduct FHWA Title VI compliance reviews. The Title VI Coordinator and Program Area Liaisons will review select recipients of federal aid funds, to ensure adherence to Title VI requirements (see Section VI). The Coordinator and Special Program Area Liaisons will work cooperatively to periodically confirm operational guidelines provided to consultants, contractors and subrecipients, including Title VI language, provisions, and related requirements, as applicable.

B. Post-Grant Reviews

The Title VI Compliance Manager and Special Program Area Liaisons to conduct periodic post-grant reviews of select recipients of federal funds to ensure adherence to Title VI requirements. Appropriate staff will periodically confirm that operational guidelines provided to consultants, contractors and subrecipients include Title VI language and provisions and related requirements where applicable.

C. Remedial Action

SDOT will actively pursue the prevention of Title VI deficiencies and violations and will take the necessary steps to ensure compliance with all programs administrative requirements. When irregularities occur in the administration of the federally aid funded programs at either the City or subrecipient levels, corrective action will be taken to resolve identified Title VI issues. The City will seek the cooperation of the consultant, contractor or other subrecipient in correcting deficiencies found during periodic reviews. The City will provide technical assistance and guidance on request to support voluntary compliance by the subrecipient. When conducting Title VI compliance reviews, the City will produce in writing any recommended remedial action agreed upon by the City and subrecipient and provide a copy of the letter within a period not to exceed 45 days.

Subrecipients placed in a deficiency status will be given a reasonable time, not to exceed 90 days after receipt of the deficiency letter, to voluntarily correct deficiencies. When a subrecipient fails or refuses to voluntarily comply with requirements within the time frame allotted, the City will submit to WSDOT copies of the case file and a recommendation that the subrecipient be found in noncompliance.

A follow-up review will be conducted within 180 days of the initial review to ascertain if the subrecipient has complied with the Title VI Program requirements in correcting deficiencies previously identified. If the subrecipient refuses to comply, the City and WSDOT may, with FHWA's concurrence, initiate sanctions per 49 CFR 21.

V. Data Collection/Reporting/Analysis

The City of Seattle's Language Access Plan (LAP) seeks to help all immigrant and refugee residents, regardless of English proficiency, experience meaningful and equitable access to City information,

programs, services, and civic engagement. City departments are **required** to submit a LAP to the Office of Immigrant and Refugee Affairs (OIRA) on a biennial basis. All City departments are informed to tailor their LAPs to meet their specific needs and include the required four-factor analysis developed by the US Department of Justice (DOJ) in 2021 to evaluate language access compliance. The four factors are:

1. Number or Proportion of Limited English Proficiency (LEP) Persons: This factor considers the number or proportion of LEP persons eligible to be served or likely to be encountered by the program. The City's Language Access program is administered by OIRA. This program aims to foster a welcoming environment through advising on culturally responsive communications from City departments and staff, and support immigrant and refugee community members in successfully integrating into and participating in Seattle's civic, economic, and cultural life by providing in-language communication and outreach. Through its Language Access program, OIRA collaborates with City departments to ensure that residents who prefer languages other than English are able to access the information and services they need and that departments are able to effectively serve them. OIRA's oversight duties include updating the list of primary and emerging languages based on the best available data, including the U.S. Census Bureau's American Community Survey (ACS).

The Office of Planning and Community Development (OPCD) and OIRA assesses demographic data from the ACS, Seattle Public Schools (SPS), Public Health-Seattle & King County, Seattle Police Department, Seattle Immigration Court Cases, Seattle Housing Authority, and Seattle Municipal Court Interpreter Services on most spoken or requested non-English languages, and other sources to determine the language assistance needs of the community it serves. They also provide City departments with a language list of the top languages in Seattle, which lists the individual language and percentage of LEP individuals in Seattle on an annual basis.

Below are the top 15 languages in order of highest prevalence:

#	2023 Top Languages
1	Spanish
2	Chinese
3	Vietnamese
4	Somali
5	Tagalog
6	Korean
7	Amharic
8	Russian
9	Japanese
10	Tigrinya
11	Arabic
12	Oromo
13	Hindi
14	French
15	Ukrainian

As stated previously, the City of Seattle pulls population data from multiple official sources to determine the top LEP individuals in the City. According to the data collected by the U.S. Census Bureau's ACS, the Seattle's total population (age 5 and older) is 692,415. In Seattle, 22.1% of the population speaks a language other than English, with 7.5% report speaking English "less than very well." The chart below contains the ACS data estimates for Language Spoken at Home by Persons Speaking English Less Than "Very Well":

2023 Top Languages	ACS population %	ACS population # (all numbers are approximate)
Chinese	2.2%	15,013
Spanish	1.3%	9,219
Somali, Amharic, Tigrinya, Oromo	0.9%	6,348
Vietnamese	0.9%	6,340
Tagalog	0.4%	2,438
Korean	0.3%	2,227
Japanese	0.2%	1,532
Russian	0.1%	918
Arabic	0.1%	668
Hindi	0.1%	633
French	0.1%	610
Ukrainian	0.1%	493

2. Frequency of Contact with LEP Persons: This factor examines how often LEP persons encounter the program, activity, or service. Departments are responsible for designating staff to act as the Title VI Program Area Liaison to work with the Title VI Coordinator and the SOCR Title VI Compliance Manager. The liaison(s) provide program monitoring, data collection, and reporting, as well as dissemination of Title VI information within their respective departments.
3. Nature and Importance of the Program or Service: This factor evaluates the nature and importance of the program, activity, or service provided by the program. OIRA provides technical assistance for language services to all departments, including training department staff, this includes prioritizing departments leading labor, contract, environment, resilience strategy, equitable development, successful aging, health-related emergencies, refugee relief, disaster preparedness, recovery programs, crisis situations, equitable outreach, and inclusive public participation programs.
4. Resources Available and Costs: This factor assesses the resources available and the costs to the recipient in providing language access. OIRA provides departments with technical assistance regarding language access including model language plans and other resources.

The Title VI Coordinator works with the liaisons to periodically review the data gathering process to ensure sufficiency of the data in meeting the requirements of the Title VI program administration.

SDOT's Compliance Manager:

1. Reviews data collected by staff at outreach events, surveys, and demographic analysis, which happens at the start of projects. SDOT utilizes a Public Involvement Plan for all Capital Projects.

2. Reviews the statistical data-gathering process performed by staff to ensure sufficient data to meet Title VI requirements, especially regarding language access needs, and prioritizes feedback.
3. SOCR's Title VI Compliance Manager provides data regarding discrimination complaints and investigations under Title VI (race, color, national origin).
4. The Title VI Coordinator reviews data gathered by the Title VI Compliance Manager and department Title VI Liaisons to ensure sufficiency of data for meeting the requirements of the Title VI program administration.

VI. Title VI Training

In keeping with adopted City of Seattle's policy of nondiscrimination, departmental procedures will be established or followed for City employees to have equal access to applicable educational and training opportunities. City of Seattle staff will maintain program administration documentation and data necessary for preparation of annual Title VI reports and will routinely supply the necessary data to the Title VI Coordinator.

The Title VI Coordinator is responsible for overall Title VI related training and staff development for City employees. The Title VI Coordinator will organize or conduct a minimum of one internal Title VI training session annually. The Title VI Coordinator will organize and facilitate the provision of Title VI training sessions for consultants, contractors, and subcontractors periodically. WSDOT's Office of Equity and Civil Rights may be asked to provide applicable training.

SDOT facilitates its own Title VI trainings each year, administered by their Title VI program. They generally host 4-5 trainings per year to accommodate the 1200 employees. Most are virtual, with in person trainings being offered to crew staff when possible.

VII. Title VI Complaint Procedures

The **Seattle Office for Civil Rights (SOCR)** is responsible for civil rights compliance and monitoring, which includes ensuring that City of Seattle departments, contractors, and sub-recipients regardless of their tier must abide by Title VI of the Civil Rights Act of 1964, as amended.

Who is eligible to file a complaint?

Any person who believes they have faced unequal treatment or discrimination in city programs, services, or facilities based on their race, color, national origin, has the right to file a written complaint under Title VI or for disability, under Title II of the Americans with Disabilities Act (ADA) with the Seattle Office for Civil Rights.

How do you file a complaint?

Any person who believes they have been discriminated against based on race, color, or national origin by the City of Seattle or a sub-recipient may file a Title VI complaint by completing and submitting SOCR's Title VI Complaint Form. A person can file the complaint [online](#) which is available in Spanish, Chinese, Korean, Vietnamese, and Amharic, by phone (206-684-4500), or

submit a Complaint Form which is available in the following languages: Spanish, Somali, Vietnamese, Chinese, Korean, and Amharic. A person can request language assistance to file a complaint in their preferred language by calling [\(206\) 684-4500](tel:2066844500) or by email at: TitleVI@seattle.gov.

According to USDOT regulations, 49 CFR §21.11(b), a complaint must be filed no later than 180 days after the date of the last instance of alleged discrimination, unless the time for filing is extended by the processing agency.

The procedures do not deny the right of the complainant to file formal complaints with other state or federal agencies or to seek private counsel for complaints alleging discrimination. For non-FHWA Title VI complaints, every effort will be made to obtain early resolution of complaints at the lowest level possible. For FHWA Title VI complaints, SOCR must not accept, dismiss, or assess the merit of these cases.

A. Title VI Complaints Related to the Federal-Aid Highway Program

Title VI complaints related to the federal-aid highway program (*complaints involving SDOT construction, maintenance and preservation of streets, sidewalks, highways, bridges and tunnels*) may be filed with the City of Seattle, Washington State Department of Transportation (WSDOT), Federal Highway Administration (FHWA) Division Office, the FHWA Headquarters Office of Civil Rights (HCR), the United State Department Of Transportation (USDOT) Departmental Office of Civil Rights, or the United States Department of Justice.

1. SOCR will review complaints that must contain the following information:
 - a. The complainant's contact information, including: full name, mailing address, phone number (and best time to call), email address (if available);
 - b. The basis of the complaint (race, color, and national origin);
 - c. The names of person(s) and/or agency/organization alleged to have discriminated;
 - d. A description of the alleged discriminatory actions (include sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives federal financial assistance); and,
 - e. The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is ongoing.
2. Complaints should be in writing, signed, and filed by mail, fax, in person, or e-mail. If a complainant phones a sub-recipient with allegations, they shall transcribe the allegations of the complaint as provided by phone and then send a written complaint to the complainant for correction and signature.
3. If the Seattle Department of Transportation (SDOT) is named as the Respondent the SOCR will send complaints within one business day of receipt via email to the: **SDOT Title VI Compliance Manager** (salma.siddick@seattle.gov). FHWA is responsible for all decisions regarding whether a complaint under FHWA jurisdiction should be accepted, dismissed, or referred to another agency.

If the Seattle Office of Planning and Community Development (OPCD) is named as the Respondent the SOCR will send complaints within one business day of receipt via email to the: **OPCD Title VI Compliance Manager** (catherine.blair@seattle.gov). FHWA is responsible for all decisions regarding whether a complaint under FHWA jurisdiction should be accepted, dismissed, or referred to another agency. OPCD's complaints will be routed through SOCR's Title VI complaint process.

4. Per the FHWA Guidance Memorandum, *Processing of Title VI Complaints*, dated June 13, 2018, all Title VI complaints received by a sub-recipient are to be forwarded to FHWA Office of Civil Rights. After logging the complaint, SOCR Title Compliance Manager must immediately forward all Title VI complaints to the Washington State Department of Transportation who is responsible for logging and routing Title VI complaints received by SOCR to FHWA Washington Division Office² and FHWA's HCR to the following address:

Washington State Department of Transportation
Office of Equity and Civil Rights, Title VI
Box 47314
Olympia, WA 98466

5. WSDOT investigates complaints only if delegated by FHWA after acceptance of a complaint. FHWA is responsible for all determinations regarding whether to accept, dismiss, or transfer the complaint and finding no violation or failure to comply.
6. These procedures do not prohibit a Complainant from filing a formal complaint alleging discrimination with other state, local, or federal agencies, nor do they prohibit a Complainant from retaining private counsel. Complainants have the right to file a complaint directly with the federal funding agency too. The following is the address where Title VI complaints may be filed directly with FHWA:

Federal Highway Administration
U.S. Department of Transportation Office of Civil
Rights 1200 New Jersey Avenue, SE
8th Floor E81-105
Washington, DC 20590
CivilRights.FHWA@dot.gov

7. The complainant will receive an acknowledgement letter from SOCR informing them that the complaint has been received and forwarded to the FHWA's HOCR.
8. SOCR must maintain a log of Title VI complaints and their disposition (including the results of any investigations). The record must be included in their Title VI Annual Accomplishments and Goals Report.
9. If FHWA determines a Title VI complaint against a sub-recipient can be investigated by SOCR, HCR may delegate the task of investigating the complaint to SOCR. If HCR rejects

the Title VI complaint against a sub-recipient, the complaint cannot be filed under Title VI with SOCR.

10. FHWA will render final decisions in all cases including those investigated by WSDOT. There are no administrative appeal forums in Title VI complaints. Once FHWA issues its final agency decision, the complaint is closed.

B. Title VI Complaints Involving SDOT Public Transit Systems

1. Title VI complaints filed with SOCR in which SDOT is named as the Respondent involving SDOT public transit systems (e.g. the Seattle Monorail and Seattle Streetcar) will be investigated by SOCR.
2. SOCR will review complaints that must contain the following information:
 - a. The complainant's contact information, including: full name, mailing address, phone number (and best time to call), email address (if available);
 - b. The basis of the complaint (race, color, and national origin);
 - c. The names of person(s) and/or agency/organization alleged to have discriminated;
 - d. A description of the alleged discriminatory actions (include sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives federal financial assistance); and,
 - e. The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is ongoing.
3. Complaints should be in writing, signed, and filed by mail, fax, in person, or e-mail. If a complainant phones a sub-recipient with allegations, they shall transcribe the allegations of the complaint as provided by phone and then send a written complaint to the complainant for correction and signature.
4. Per the Federal Transit Administration (FTA), Title VI complaints are to be handled by SOCR in accordance with [FTA Circular 4702.1B, Title VI Requirements and Guidelines for Federal Transit Administration Recipients](#).
5. SOCR will send complaints within one business day of receipt via email to: the SDOT Title VI Compliance Manager (salma.siddick@seattle.gov) for situational awareness.

C. Title VI Complaints Against Other City Departments

If the complaint is against a subrecipient, consultant, or contractor under contract with the City, the appropriate department and/or subrecipient, consultant, or contractor shall be notified of the complaint within 15 calendar days.

1. SOCR will review complaints that must contain the following information:
 - a. The complainant's contact information, including: full name, mailing address, phone number (and best time to call), email address (if available);
 - b. The basis of the complaint (race, color, and national origin);

- c. The names of person(s) and/or agency/organization alleged to have discriminated;
 - d. A description of the alleged discriminatory actions (include sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives federal financial assistance); and,
 - e. The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is ongoing.
2. Complaints should be in writing, signed, and filed by mail, fax, in person, or e-mail. If a complainant phones a sub-recipient with allegations, they shall transcribe the allegations of the complaint as provided by phone and then send a written complaint to the complainant for correction and signature.
 3. WSDOT investigates complaints only if delegated by FHWA after acceptance of a complaint. FHWA is responsible for all determinations regarding whether to accept, dismiss, or transfer the complaint and finding no violation or failure to comply.
 4. These procedures do not prohibit a Complainant from filing a formal complaint alleging discrimination with other state, local, or federal agencies, nor do they prohibit a Complainant from retaining private counsel. Complainants have the right to file a complaint directly with the federal funding agency too. The following is the address where Title VI complaints may be filed directly with FHWA:

Federal Highway Administration
 U.S. Department of Transportation Office of Civil
 Rights 1200 New Jersey Avenue, SE
 8th Floor E81-105
 Washington, DC 20590
CivilRights.FHWA@dot.gov

5. The complainant will receive an acknowledgement letter from SOCR informing them that the complaint has been received and forwarded to the FHWA's HOCR.
6. SOCR must maintain a log of Title VI complaints and their disposition (including the results of any investigations). The record must be included in their Title VI Annual Accomplishments and Goals Report.
7. If FHWA determines a Title VI complaint against a sub-recipient can be investigated by SOCR, HCR may delegate the task of investigating the complaint to SOCR. If HCR rejects the Title VI complaint against a sub-recipient, the complaint cannot be filed under Title VI with SOCR.
8. FHWA will render final decisions in all cases including those investigated by WSDOT. There are no administrative appeal forums in Title VI complaints. Once FHWA issues its final agency decision, the complaint is closed.

D. Title VI Complaints Involving SDOT Public Transit Systems

1. Title VI complaints filed with SOCR in which SDOT is named as the Respondent involving SDOT public transit systems (e.g. the Seattle Monorail and Seattle Streetcar) will be investigated by SOCR.
2. SOCR will review complaints that must contain the following information:
 - a. The complainant's contact information, including: full name, mailing address, phone number (and best time to call), email address (if available);
 - b. The basis of the complaint (race, color, and national origin);
 - c. The names of person(s) and/or agency/organization alleged to have discriminated;
 - d. A description of the alleged discriminatory actions (include sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives federal financial assistance); and,
 - e. The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is ongoing.
3. Complaints should be in writing, signed, and filed by mail, fax, in person, or e-mail. If a complainant phones a sub-recipient with allegations, they shall transcribe the allegations of the complaint as provided by phone and then send a written complaint to the complainant for correction and signature.
4. Per the Federal Transit Administration (FTA), Title VI complaints are to be handled by SOCR in accordance with [FTA Circular 4702.1B, Title VI Requirements and Guidelines for Federal Transit Administration Recipients](#).
5. SOCR will send complaints within one business day of receipt via email to: the SDOT Title VI Compliance Manager (salma.siddick@seattle.gov) for situational awareness.

E. Title VI Complaints Against Other City Departments

If the complaint is against a subrecipient, consultant, or contractor under contract with the City, the appropriate department and/or subrecipient, consultant, or contractor shall be notified of the complaint within 15 calendar days.

1. SOCR will review complaints that must contain the following information:
 - a. The complainant's contact information, including: full name, mailing address, phone number (and best time to call), email address (if available);
 - b. The basis of the complaint (race, color, and national origin);
 - c. The names of person(s) and/or agency/organization alleged to have discriminated;
 - d. A description of the alleged discriminatory actions (include sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives federal financial assistance); and,
 - e. The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is ongoing.

2. Complaints should be in writing, signed, and filed by mail, fax, in person, or e-mail. If a complainant phones a sub-recipient with allegations, they shall transcribe the allegations of the complaint as provided by phone and then send a written complaint to the complainant for correction and signature.

Investigation Process

1. If SOCR is delegated the responsibility of performing an investigation and retains jurisdiction to investigate the complaint, SOCR will send a copy of the complaint to the claimant to review and sign.
2. SOCR will send a copy of the signed complaint to the City Department with the opportunity to respond in writing to the allegations made by the claimant. The City Department will have 10 business days from receipt of notification to furnish a response to the allegations.
3. Within 90 days of receipt of the complaint, the SOCR investigator will prepare a written investigative report. The report shall include a narrative description of the incident, identification of persons interviewed, findings, and recommendations for disposition. If additional time is needed, SOCR will contact the claimant and inform them.
4. If more information is needed to resolve the case, the SOCR investigator may contact the claimant. The claimant has ten business days from the date of the letter to send the requested information to the investigator assigned to the case.
5. If the investigator is not contacted by the claimant or does not receive the additional information within ten (10) business days, SOCR can administratively close the case. A case can be administratively closed also if the complainant no longer wishes to pursue their case.
6. Once the Investigator recommends the course of action for the complaint, the **SOCR Title VI Compliance Manager** shall review the recommendation. If the investigator determines that there is a violation of Title VI, the investigative report and finding shall be reviewed by the Law Department. The Law Department may discuss the investigative report and determination with the **Title VI Coordinator** and other appropriate departmental staff. The report will be modified as needed and made final for its release to the parties.
7. Once the investigative report and determination is final, the claimant and City Department shall receive a copy of the investigative report and determination within five (5) business days. Briefings will be scheduled with each party within 15 days of their receipt of the investigative report.
8. A copy of the complaint and the SOCR's investigation report will be issued to WSDOT's External Civil Rights Branch (or the appropriate oversight agency) within five (5) business days of the final investigative report and determination.
9. The **Title VI Coordinator** will receive a copy of the investigative findings and determination and maintain a record of the investigation which will include the basis for the allegation identified including race, color, or national origin.

VIII. Title VI Complaint Form

The compliant form is one page in length and available in multiple languages. The complaint form can be found at: <https://seattle.gov/civilrights/title-vi>. A sample is provided below.



Seattle Office for Civil Rights

Title VI Complaint Form

If you believe that a City of Seattle department or employee discriminated against you, use this form to file a complaint. The Federal Civil Rights Act Title VI ensures equal access to City-sponsored programs, facilities, and activities based on race, national origin, and color.

For more information, visit Title VI Civil Rights Act. You can also file a complaint with the Seattle Office for Civil Rights by calling (206) 684-4500, TTY: 7-1-1, or online. Submit only one form per issue to avoid delays. We offer translation and interpretation services for free and accommodations for disabilities.

1. Contact Information:

First Name: _____ Last Name: _____

Phone: _____ Email: _____

a. Do you need an interpreter when we contact you? ☐ Yes ☐ No

• If answered yes, what language do you need? _____

b. Do you have a representative or lawyer for this matter?

☐ Yes ☐ No

• If answered yes, please provide their name and contact information:

Name: _____ Phone and/or Email: _____

2. Why do you think you were treated differently?

☐ Because of my race

☐ Because of my skin color

☒ Because of where I was born or the language I speak

3. Where and when did the incident take place?

Address of Incident: _____

Date of Incident: _____

4. Who discriminated against you? Fill in as much as you know.

First Name: _____ Last Name: _____

Phone: _____ Email: _____

5. Have you reported this incident to any other government agency or court?

☐ Yes. If yes, please explain. _____

☐ No

☐ Unsure

6. Summary:

Please explain what happened, who was involved, how you were treated differently, and why you believe it happened.

Attach any supporting documents if you have them.

Public Disclosure: The Seattle Office of Civil Rights must follow Washington State’s Public Records Act (RCW Chapter 42.56). This means we might have to release records from this investigation if someone requests them. If you have questions about public disclosure, call us at: (206) 684-4500, TTY: 7-1-1, or email: OCR_PDR@seattle.gov.

810 Third Avenue, Suite 750, Seattle, WA 98104-1627
Tel: (206) 684-4500, TTY: 7-1-1 | Fax: (206) 684-0332 | www.seattle.gov/civilrights

IX. Public Participation

How does your LPA identify populations for outreach?

The Office of Immigrant and Refugee Affairs in coordination with the City Demographer have determined that approximately 7.5 % of Seattle residents are considered Limited English Proficient (LEP). Languages were identified based on data sources such as the American Community Survey, Seattle Public Schools, and local public health and housing services. This analysis also helps finalize the top language report that the City uses to determine language access needs and it is updated every three years.

- o *The City of Seattle utilizes the Race and Social Equity (RSE) which combines race, ethnicity, and related demographics with data on preferred language, socioeconomic status, and health disadvantages to identify where priority populations make up relatively large proportions of neighborhood residents. Three-component indices are equally weighted, and each sub-index includes individual metrics, as described below.*
 - The 2023 update of the RSE Index incorporates the most recent available data mapped to 2020 census tracts and includes a [Users’ Guide](#). Data sets are updated every two to three years.
 - The Office of Planning and Community Development (OPCD) maintains several interactive mapping apps that enable users to click on an individual census tract to access details on demographics and languages spoken in that neighborhood. For example, the [Exploring the Patterns of People mapping app](#) indicates that Spanish, Vietnamese, and Chinese are the most common languages spoken at home by South Park residents with limited English proficiency.
 - The [ACS Neighborhood Profile Builder](#) provides a handy way to generate charts of American Community Survey data for census-tract-based neighborhoods on many topics, including languages spoken.

How does your LPA communicate with and conduct outreach to minority populations?

Each project and program area has specific language needs. Translators and headsets are provided as needed at in-person meetings. Generally, project teams/leads conduct interviews with a diverse range of community members including business owners through outreach

specialists with the same cultural and language backgrounds. Prior to the initial engagement, project teams research the preferred languages within the area. Project materials, such as flyers and interview questions are translated. Departments also use ethnic media outlets to promote community events regarding projects and programs.

How does your LPA communicate with and conduct outreach to Limited English Proficient individuals?

For Neighborhood Specific or Sector-Based Community Outreach: Departments may need to prioritize a different set of languages. For example, when departments communicate with families with school-aged children, they should prioritize the top languages highlighted in the Seattle Public School data. If a department or program's participation is heavily based in specific Seattle neighborhoods, the links below are used.

- o [ACS Neighborhood Profile Builder](#)
- o [DON Neighborhood Snapshots](#)

Explain how your LPA considers input from minority populations for decision making within its pertinent program areas.

- o Project teams connect with community including small businesses and community-based organizations and coalitions throughout the life cycle of a project from design to completion to socialize the project, address or discuss anticipated disruptions, and confirm timeline. Depending on project area and size, outreach could vary and may include focus groups, task forces and input from community-based organizations, and community liaisons. Each department varies on how they receive feedback and it may generally include, surveys, studies, pop events tabling, community events, project phone and email inbox.

X. Notice of Title VI Rights

The Notice of Title VI Rights is disseminated to the public on the City of Seattle Title VI Program's website: <https://www.seattle.gov/civilrights/laws-we-enforce/title-vi-civil-rights-act>. The Title VI Rights are also posted at all City of Seattle facilities that are open to the public and in the following languages: Arabic, Amharic, Traditional Chinese, French, Hindi, Japanese, Korean, Oromo, Somali, Spanish, Tagalog, Tigrinya, Vietnamese, Russian, and Ukrainian. See Appendix A.

City of Seattle Title VI Notice

The City of Seattle follows Title VI of the Civil Rights Act. This law protects you from discrimination based on your race, color, or national origin. If you experience discrimination, you can file a complaint with the Seattle Office for Civil Rights. Contact us if you need this information in another way.



To learn more and for translation visit:

<https://seattle.gov/civilrights/title-vi>

or call 206-684-4500, TTY: 7-1-1

ATTACHMENT:

Appendix A: City of Seattle Notice of Title VI Rights

 Free interpretation:
206-684-4500
TTY: 7-1-1

시애틀시는 민권법 제 6호 (Title VI)를 준수합니다. 이 법은 인종, 피부색 또는 출신 국가에 따른 차별로부터 귀하를 보호합니다. 차별을 경험하신 경우, 시애틀 민권국(Seattle Office for Civil Rights)에 불만을 제기할 수 있습니다. 이 정보를 다른 형식으로 받아보시려면 당국에 문의하세요.

Органы муниципального управления города Сизлэ соблюдают Раздел VI Закона о гражданских правах. Этот закон защищает вас от дискриминации по признаку расы, цвета кожи или национального происхождения. Если вы столкнулись с дискриминацией, вы можете подать жалобу в Управление по гражданским правам Сизлэ. Свяжитесь с нами, если данная информация требуется вам в альтернативном формате.

ከተማ ሲያትል ን ኣርእስቲ VI (ሸዱሽተ) ኣዋጅ ሲሸለዩ መሰላት ትሰዕብ ኣያ፡፡ እዚ ሕጊ እዚ ኣብ ዓሌታዊ መንገትካ፣ ሕብረ ቆርባትካ፣ ወይ ብሄራዊ መበቆልካ፣ መሰረት ዝገበረ ኣድልዎ ኣብ ልዕሌኻ ከይፍጽም ዝከላኸለልካ እያ፡፡ እንተደኣ ኣብ ልዕሌኻ ኣድልዎ ተፈጺሙ ኮይኑ፣ ናብ ቤት ጽሕፈት ሰብኣዊ መሰላት ሲያትል (Seattle Office for Civil Rights) ጥርዓን ክተቕርብ ትኽእል ኢኻ፡፡ እንተደኣ ነዚ ሓበሬታ እዚ ብካልእ ብኣማራጺ ቅርጺ ክትረክብ ትደሊ ኮይንካ ኣዘርርብና፡፡

 ካብ ክፍሊት ናጻ ትርጉም
ኣሎ: 206-684-4500
TTY: 7-1-1

Міська адміністрація Сіетла дотримується розділу VI Закону про громадянські права. Цей закон захищає вас від дискримінації на основі раси, кольору шкіри чи національного походження. Якщо ви зазнаєте дискримінації, ви можете подати скаргу до Управління громадянських прав Сіетла. Зв'яжіться з нами, якщо вам потрібна ця інформація в альтернативному форматі.

 Послуги безкоштовного
перекладу:
206-684-4500
TTY: 7-1-1

第六章：1964 年民權法案
西雅圖市政府遵循《民權法案》第六章。本法律保護您免受基於種族、膚色或國籍的歧視。如果您遭受歧視，您可以向西雅圖民權辦公室（Seattle Office for Civil Rights）提出投訴。如果您需要以其他形式獲得本資訊，請聯絡我們。

 免費口譯服務：
206-684-4500
TTY: 7-1-1

La ville de Seattle respecte le titre VI de la loi sur les droits civils. Cette loi vous protège contre toute discrimination basée sur la race, la couleur de peau ou l'origine nationale. Si vous êtes victime de discrimination, vous pouvez déposer une plainte auprès de l'Office des droits civils de Seattle. Contactez-nous si vous avez besoin de ces informations dans un autre format.

 Interprétation gratuite:
206-684-4500
TTY: 7-1-1

シアトル市は公民権法第六編 (Title VI) に従っています。この法律は、人種や肌の色、出身国による差別からあなたを守ります。もし差別を受けたら、シアトル市公民権局に苦情を申し立てることができます。この情報を別の形式で受け取りたい方は、別途お問い合わせください。

 通訳サービス(無料)
を利用するには:
206-684-4500
TTY: 7-1-1

Magaalaan Siyaatil Seera
Mirgoota Siivilii Mata duree
VI hordoofiti. Seerri kun loogii
sanyii, halluu ykn madda
sabaa kee irratti hundaa'e
irraa si eega. Yoo loogiin si
mudate Waajjira Mirga Siivilii
Siyaatilitti komii dhiyeessu
ni dandeessa. Odeeffannoo
kana bifa biraatiin yoo
barbaaddan nu qunnamaa.



Hiikkaa bilisaa:
 206-684-4500
 TTY: 7-1-1

Magaalada Seattle waxay raacdaa Ciwaanka VI ee Xeerka Xuquuqda Madaniga ah. Sharcigani wuxuu kaa ilaalinayaa takoorka ku salaysan Jinsiyaddaada, midabkaaga, ama asalkaaga qaranka. Haddii aad la kulanto takoorid, waxaad ka dacwoon kartaa Xafiiska Seattle ee Xuquuqda Madaniga. Nala soo xiriir haddii aad u baahan tahay macluumaadkan oo qaab kale ah.

 Tarjumaad bilaash ah:
206-684-4500
TTY: 7-1-1

Ang Lungsod ng Seattle ay sumusunod sa Titulo VI ng Batas ng Karapatang Sibil. Ang batas na ito ay pinoprotektahan kayo mula sa diskriminasyon batay sa inyong lahi, kulay, o bansang pinagmulan. Kung kayo ay nakakaranas ng diskriminasyon, maaari kayong magsampa ng reklamo saTanggapan ng Karapatang Sibil ng Seattle. Makipag-ugnayan sa amin kung kailangan ninyo ang impormasyon na ito sa isang alternatibong ayos.

 Librang
Interpretasyon:
206-684-4500
TTY: 7-1-1

Thành Phố Seattle tuân theo Tiêu Đề VI của Đạo Luật Dân Quyền. Luật này bảo vệ quý vị không bị phân biệt đối xử dựa trên chủng tộc, màu da, hoặc nguồn gốc quốc gia của quý vị. Nếu quý vị bị phân biệt đối xử, quý vị có thể nộp đơn khiếu nại lên Văn Phòng Dân Quyền Seattle (Seattle Office for Civil Rights). Vui lòng liên hệ với chúng tôi nếu quý vị cần thông tin này ở định dạng khác.

 Dịch vụ thông dịch
miễn phí:
206-684-4500
TTY: 7-1-1

የሲያትል ከተማ የሲቪል መብቶች ህግን ርዕስ VI ይከተላል። ይህ ህግ በዘርህ፣ በቀለም፣ በወይም በብሄራዊ ማንነት ላይ ከተመሰረተ መድልዎ ይጠብቅሃል። መድልዎ ካጋጠመዎት ለሲያትል መብቶች ቢሮ ቅሬታ ማቅረብ ይችላሉ። ይህንን መረጃ በአማራጭ ቅርጸት ከፈለጉ ያግኙ።

 ነፃ ትርጓሜ:-
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La ciudad de Seattle cumple con el Título VI de la Ley de Derechos Civiles. Esta ley le protege de la discriminación por motivos de su raza, color u origen nacional. Si sufre discriminación, puede presentar una denuncia ante la Oficina de Derechos Civiles de Seattle. Comuníquese con nosotros si necesita esta información en un formato alternativo.

 Interpretación gratuita:
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सिएटल शहर नागरिक अधिकार अधिनियम के टाइटल VI का पालन करता है। यह कानून आपको आपकी जाति, रंग या राष्ट्रीय मूल के आधार पर होने वाले भेदभाव से सुरक्षित करता है। यदि आपके साथ भेदभाव हुआ है, तो आप सिएटल नागरिक अधिकार कार्यालय में शिकायत दर्ज करा सकते हैं। यदि आपको यह जानकारी किसी वैकल्पिक फॉर्मेट में चाहिए, तो हमसे संपर्क करें।

 मुफ्त व्याख्या:
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تتبع مدينة سياتل الباب السادس من قانون الحقوق المدنية. يحميك هذا القانون من التمييز على أساس العرق أو اللون أو الأصل القومي. وإذا واجهت تمييزاً، فيمكنك تقديم شكوى إلى مكتب سياتل للحقوق المدنية. اتصل بنا إذا كنت بحاجة إلى هذه المعلومات بتنسيق بديل.

ترجمة فورية مجانية:
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귀하의 권리에 대해
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QR 코드를
스캔하십시오.

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ሓበሬታ ንምርካብ ነቲ
ኪውኒር (QR) ኮድ ስካን
ግበሮ።

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Code 以進一步了解
您的權利。

ご自身の権利について詳しく知りたい方は、QRコードをスキャンしてください。

Sawir koodka QR si aad wax badan uga ogaato xuquuqdaada.

Quét mã QR để tìm hiểu thêm về quyền lợi của quý vị.

Escanee el código QR para obtener más información sobre sus derechos.

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QR ضوئيا لمعرفة المزيد
حول حقوقك.



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