



State of Utah

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DEPARTMENT OF TRANSPORTATION

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November 8, 2022

Alyssa Cronin  
Bear River Association of Governments  
170 North Main  
Logan, UT 84321

Dear Alyssa:

Thank you for submitting your agency's updated Title VI Plan. UODT has reviewed your updated plan and determined it meets the requirements set out in the FTA's Title VI Circular, 4702.1B. Please plan to submit an updated Title VI Plan to UDOT by November 15<sup>th</sup>, 2025. If UDOT does not receive all required information by the noted date, Bear River Association of Governments will not be eligible for funding through the UDOT Rural Public Transit Team. If you have no current contracts as of November 15<sup>th</sup>, 2025, an updated plan is not required until future funding is sought.

Thank you for your ongoing commitment to safe, reliable, and quality transportation in your community. If you have any questions regarding Title VI or other program matters, please feel free to contact myself or Raymond Earl.

Raymond Earl  
[rearl@utah.gov](mailto:rearl@utah.gov)

Alana Spendlove  
[aspendlove@utah.gov](mailto:aspendlove@utah.gov)

Utah Department of Transportation  
Program Development  
4501 South 2700 West  
P.O. Box 143600  
Salt Lake City, UT 84114-3600

Sincerely,

Alana Spendlove  
Rural Public Transit Program Manager

cc: Raymond Earl  
Google shared drive

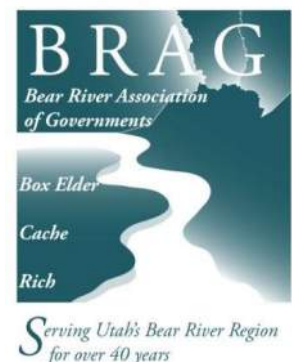
# 2022 BEAR RIVER ASSOCIATION OF GOVERNMENTS TITLE VI PLAN

**“Simple justice requires that public funds to which all taxpayers of all races contribute, not be spent in any fashion which encourages, entrenches, subsidizes or results in racial discrimination.”**

*- John F. Kennedy*

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Bear River Association of Governments  
170 N. Main, Logan  
UT 84321  
435-752-7242



# **Bear River Association of Governments**

## **TITLE VI PLAN Non-Discrimination Program**

**November 2022**

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# 1. INTRODUCTION

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Title VI was enacted as part of the landmark Civil Rights Act of 1964. It prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal financial assistance. All recipients and sub-recipients of Federal Transit Administration (FTA) funds must ensure that programs, policies and activities comply with FTA Title VI regulations. To provide recipients with specific guidance, FTA published Circular 4702.1B, October, 2012 ([http://www.fta.dot.gov/legislation\\_law/12349\\_14792.html](http://www.fta.dot.gov/legislation_law/12349_14792.html)) The instruction provided in the circular is intended to ensure recipients meet the Title VI requirements and appropriately integrate them into FTA-funded programs throughout each state.

To meet all Title VI requirements, FTA-Funded programs must submit to the Utah Department of Transportation (UDOT) Public Transit Team (PTT) a Title VI plan that exhibits policy adoption, public outreach and involvement procedures and complaint procedures. FTA Circular 4702.1B, October, 2012 requires that ALL recipients and subrecipients submit the following plan elements:

- ✓ Adoption of Policy Affirming Intention to Meet All Title VI Requirements
- ✓ Compliance Monitoring and Review
- ✓ Complaint Procedures
- ✓ Notice to Beneficiaries
- ✓ Poster Requirements
- ✓ Public Participation Plan
- ✓ Limited English Proficiency (LEP)
- ✓ Ongoing Staff Training

The following document represents the commitment of the Bear River Association of Governments to FTA Title VI regulations. This includes the agency's commitment to provide regular training to staff, and work to improve efforts to ensure open and meaningful participation for all BRAG programs and services.

## 2. BRAG TITLE VI POLICY

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### BEAR RIVER ASSOCIATION OF GOVERNMENTS

**The Agency affirms:**

1. Title VI of the Civil Rights Act of 1964 prohibits discrimination in federally assisted programs. Title VI was amended by the Civil Rights Restoration Act of 1987 (P.L. 100-259), effective March 22, 1988, which added Section 606, expanding the definition of the terms “programs or activities” to include all of the operations of an educational institution, governmental entity, or private employer that receives federal funds if any one operation receives federal funds.
2. BRAG is a voluntary organization of local governments. It is the policy of BRAG to ensure compliance with Title VI of the Civil Rights Act of 1964 and all related statutes or regulations in all programs and activities so administered.
3. The BRAG Title VI Coordinator is granted the authority to administer and monitor the Title VI Plan as promulgated under Title VI of the Civil Rights Act of 1964 and any subsequent legislation. The Title VI Coordinator will provide assistance as needed.
4. BRAG will take all steps to ensure that no person shall, on the grounds of race, color, or national origin, be excluded from participation in, or be denied the benefits of, or be subjected to discrimination under any program or activity of the Agency.
5. The Agency recognizes the need for annual Title VI training for Agency personnel.



Roger C. Jones  
Executive Director



Date

### 3. UDOT COMPLIANCE/MONITORING REVIEW AND TRAINING

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BRAG agrees to participate in on-site reviews and cooperate with Compliance Staff throughout the review process.

#### 3.1 UDOT PTT Compliance: On-Site Review Criteria

1. Clearly displayed Title VI posters with the required information (in vehicles and in public spaces)
  - a. Description of Title VI
  - b. Explanation of how to obtain Title VI information
  - c. Explanation of how to file a complaint
  - d. Available complaint forms
2. Current file containing complaints
3. UDOT conducts periodic on-site monitor assessments to determine the sub-recipient's compliance with the FTA Title VI regulations. These reviews include service measurements, location of transit service and facilities, participation opportunities in the transit planning and decision-making processes, and communication needs of persons with limited English proficiency (LEP).

BRAG agrees to participate in training that includes Title VI and its requirements. The UDOT PTT Compliance Officer presents the following:

1. Introduces Title VI and its requirements for compliance
  - a. Provides information regarding outreach opportunities to minority populations and demographic information
2. Provides sample Title VI posters (including required signatures and contact information)
  - a. Discusses required poster locations
3. Discusses LEP and provides the sample UDOT LEP tools
4. Discusses Title VI complaint forms
5. Provides sample Title VI complaint forms
6. Discusses the required maintenance of a Title VI file readily available for review
7. Discusses the reporting requirements and the annual Certification and Assurances



- a. Discusses the required Title VI verification, including a description of lawsuits and complaints for the past year

In addition to new sub-recipients, training by the UDOT PTT Compliance Officer and UDOT Civil Rights staff is also conducted as requested and as changes in the law occur, as needed. Both the Compliance Officer and the Civil Rights staff are also available any time as a technical resource for questions or concerns regarding Title VI and its requirements.

### **3.2 Certification and Assurance Submission**

BRAG agrees to submit the annual Title VI assurance to UDOT as part of the annual Certification and Assurance submission.

### **3.3 Title VI Complaint Procedures**

UDOT investigates and tracks Title VI complaints filed against sub-recipients.

### **3.4 Procedure for Investigations, Complaints and Lawsuits**

UDOT has developed and maintains a list of any active investigations conducted by entities other than FTA, lawsuits, or complaints naming the recipient and/or sub-recipients that allege discrimination on the basis of race, color, or national origin. This list includes the date the investigation, lawsuit, or complaint was filed; a summary of the allegation(s); the status of the investigation, lawsuit, or complaint; and actions taken by the recipient or sub-recipient in response to the investigation.

## 4. TITLE VI COMPLAINT PROCEDURE AND INVESTIGATION GUIDELINES

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BRAG has developed procedures for investigating and tracking Title VI complaints filed against them and has made those procedures for filing a complaint available to the public. The BRAG's complaint procedure is outlined below:

### 4.1 Complaint Procedure

Any person who believes she or he has been discriminated against on the basis of race, color, or national origin by BRAG may file a Title VI complaint by completing and submitting the Agency's Title VI Complaint Form. BRAG investigates complaints received no more than 180 calendar days after the alleged incident. BRAG will process complaints that have completed all elements of the complaint form.

Once the complaint is received, BRAG will review it to determine if BRAG has jurisdiction. The complainant will receive an acknowledgment letter informing her/him whether the complaint will be investigated by BRAG.

BRAG has 10 business days to investigate the complaint. If more information is needed to resolve the case, BRAG may contact the complainant. The complainant has 10 business days from the date of the letter to send requested information to the investigator assigned to the case. If the investigator is not contacted by the complainant or does not receive the additional information within 10 business days, the investigator can administratively close the case. A case can also be administratively closed if the complainant no longer wishes to pursue the case.

After the investigator reviews the complaint, BRAG will issue one of two letters to the complainant:

1. A closure letter that summarizes the allegations and states there was not a Title VI violation and that the case will be closed.
2. A Letter of Finding (LOF) that summarizes the allegations and the interviews regarding the alleged incident, and explains if any disciplinary action, additional training of the staff member or other action will occur.

If the complainant wishes to appeal the decision, she/he has 10 calendar days after the date of the closure letter or the LOF to do so. If an appeal has been submitted, BRAG will forward appeals to the UDOT Civil Rights Title VI Coordinator within 10 days.

When a complaint has been directly filed with another state or federal agency, the Agency is to inform the Title VI Coordinator where the complaint has been filed and coordinate any action needed by BRAG to resolve the complaint.

A person may also file a complaint directly with the Utah Department of Transportation at:

Utah Department of Transportation  
Attn: Title VI Coordinator  
4501 South 2700 West, P.O. Box 141265  
Salt Lake City, UT 84114-1265

A person may also file a complaint directly with the Federal Transit Administration at:

FTA Office of Civil Rights  
1200 New Jersey Avenue SE  
Washington, DC 20590

The complaint form for the Utah Department of Transportation (UDOT) can be found as part of BRAG's Title VI plan (see Appendix B) or directly through the UDOT Civil Rights website: <https://udot.utah.gov/connect/business/civil-rights>.

#### **4.2 Title VI Informal Complaint Policy**

Title VI complaints may be resolved by informal means. When informal means are utilized, the complainant must be informed of their right to file a formal written complaint. Such informal attempts and their results will be summarized by BRAG's identified Title VI Coordinator. The coordinator will log the complaint in the required complaint log. If the complaint cannot be resolved informally BRAG's identified Title VI Coordinator must inform the complainant of the formal process outlined above and instruct the complainant on how to proceed.

#### **4.3 Title VI Log of Complaints/Lawsuits, etc.**

BRAG will prepare and maintain a list of any alleged discrimination on the basis of race, color, or national origin, including any active investigations conducted by entities other than FTA, lawsuits, and complaints naming the Agency. The list will include the date that the investigation, lawsuit or complaint was filed; a summary of the allegation(s) and date resolved. (See Appendix C for complaint log). No complaints were filed during the period between November 2019 and November 2022.

## 5. TITLE VI NOTICE TO BENEFICIARIES

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BRAG will provide information to the public regarding BRAG's obligations under FTA's Title VI regulations and apprise members of the public of the protection against discrimination afforded to them by Title VI. At a minimum, BRAG shall disseminate this information to the public by posting the notice on its website and in local media. BRAG will document where and when this information is posted.

BRAG will widely distribute its Title VI plan. The Title VI notifications are also included with all newly printed or revised agency publications, brochures and pamphlets meant for public consumption. The following notice is standard wording for publications, brochures, flyers, etc.:

BRAG is committed to compliance with Title VI of the Civil Rights Act of 1964 and all related regulations and relevant guidance. The Agency assures that no person in the United States shall, on the grounds of race, color or nation origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.

To request additional information on BRAG's Title VI policy, or to file a discrimination complaint, please contact Roger C. Jones at 435-752-7242.

The Complaint Procedure is located at 170 N. Main, Logan, UT 84321 or online at [www.brag.utah.gov](http://www.brag.utah.gov).

## 6. TITLE VI POSTER REQUIREMENTS

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BRAG will provide a poster (found in Appendix E) to meet the requirements listed below and will provide updates as required. BRAG will also keep a database of the location of all Title VI posters and ensure they are clearly posted in the appropriate public places. Posters will include the following information:

- Description of agency Title VI commitment
- Information for more of Agency's Title VI program and the procedures to file a complaint, contact information, email, and address
- For more information, visit ([www.brag.utah.gov](http://www.brag.utah.gov))
- FTA and UDOT Office of Civil Rights, Attention Title VI Program Coordinators, address to file a complaint directly with either the state or federal agency directly
- Additional information if another language is needed; Roger C. Jones at 435-752-7242. Ensure the sentence inserted on the poster is also provided in any language(s) spoken by LEP populations that meet the Safe Harbor Threshold.

## 7. PUBLIC PARTICIPATION PLAN

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BRAG will work with UDOT staff to identify targeted minorities within the service area. UDOT PTT staff will supply demographic information to the lowest census level possible within the region to identify specifically what minority populations exist within the BRAG service area (see Appendix A for regional demographic maps). BRAG will identify the appropriate locations to disseminate information to the identified populations (e.g., church, neighborhood gathering space, media) to seek comment, interest in new service or service revisions and/or extensions. BRAG will document and maintain on file all activities related to Title VI outreach. This plan and documentation will be made available at UDOT's request.

BRAG and its mobility manager will coordinate with the regional coordinating council to ensure that participating agencies, local elected officials, and the public are included in regional planning efforts, and that regional planning efforts include outreach to targeted populations within the BRAG service area.

BRAG will provide a summary to UDOT of all outreach efforts upon request or prior to future plan submittals and review. BRAG recognizes that future funding for new or revised service requires documentation of the above efforts.

### **Public Outreach over the Past Year (2022):**

Legal Notices and Public Service Announcements were published in both English and Spanish in the following newspapers in November of 2022 (See Appendix F for details):

- The Leader-Garland Times
- Uinta County Herald
- Box Elder News Journal
- The Herald Journal

In addition a region wide Human Resources Transportation Survey was administered. The goal was to get a snapshot of the transportation situation and needs as seen by citizens in the Bear River Region. Two prior transportation surveys completed by BRAG Mobility Staff in 2016 and 2020 were utilized to help construct and improve survey content. Advertisement for dissemination was done through social media, word of mouth, local events and posters in key places including: city halls, libraries, grocery stores, universities, hospitals, senior centers, and

other social service buildings. Assistance from non-profits and community advocates were enlisted to reach underserved and minority demographics. Accessibility was increased by having surveys and advertising in English and Spanish. Paper surveys were also offered in addition to the online via Qualtrics version. These hard copies were available upon request, provided by agencies catering to individuals with disabilities and seniors, and sent out with programs like Meals on Wheels to encourage participation from underserved demographics in the community unable to participate online.

The survey was crafted to answer the following questions:

- Are people aware of their transportation options?
- What forms of transportation do citizens of the Bear River Region utilize?
- What impacts citizen's choices to use or not use specific methods of transportation?
- What activities do people need more transportation for?
- Where are the destinations for these activities?
- Is micro-transit an option citizens would be interested in to help fill transit gaps?
- What is the current interest in the transportation voucher program?

595 complete good-faith responses were received that will provide data for organizations in the tri-county area to help improve services and coordination. Extensive work was done to ensure disadvantaged groups were reached and leading to a sample that included: 226 surveys where the participant's household is low-income (under 150% of the 2021 Federal Poverty Level), 162 surveys where the participant or household member has a disability, and 92 surveys taken by seniors. The data from these demographics and be used independently to better understand the needs each group experiences and compared to the data as a whole to identify where additional work is needed for these groups to have equal opportunities.

Survey reports and data will be available free to the public online in 2023 at [www.bearrivermobility.org](http://www.bearrivermobility.org) or a hard copy can be requested in person from Bear River Association of Governments located at 170 North Main Street, Logan, UT 84321.

## 8. LIMITED ENGLISH PROFICIENCY

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BRAG is committed to compliance with Title VI of the Civil Rights Act of 1964 and all related regulations and directives. By completing the Four Factor Analysis below, BRAG assures that no person shall on the grounds of race, color or national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any FTA service, program, or activity.

### 8.1 Four Factor Analysis

1. The number and proportion of LEP persons served or encountered in eligible service populations.
2. The frequency with which LEP individuals come into contact with programs, activities or services.
3. The importance of our programs, activities, and services to LEP persons.
4. The resources available to recipients and the costs.

### 8.2 Factor 1 – LEP Persons Served

LEP populations in the Bear River Region interact with the agency via telephone or in person at the BRAG offices for services offered by various departments at the agency. The majority of LEP communities encountered by BRAG staff are Spanish speaking. Currently, there are multilingual staff members at BRAG who are available to assist Spanish speaking clients in person or by telephone. In addition to the Spanish speaking LEP demographic, there is a growing immigrant and refugee population with a wide range in levels of English proficiency.

### 8.3 Factor 2 – Frequency of Contact

Upwards of twenty percent of clients experience language barrier that BRAG overcomes to provide quality services. This number fluctuates based on the program in question in conjunction with personal and environmental factors. BRAG constantly works to raise awareness of services available and to better understand the needs of LEP populations within the region. By attending diverse local events and maintain connections with local groups/organizations such as the Cache Immigrant and Refugee Center and the English Language Center of Cache Valley, BRAG continually able to reach larger LEP populations.



#### **8.4 Factor 3 – Level of Importance**

BRAG oversees the regional coordinating council for human service transportation in the region. The Bear River Access and Mobility Council was reassembled in January 2022 after the COVID-19 pandemic. The council works to develop strategies to improve human service transportation coordination in the region through continuous public meetings and workshops. These efforts help document access and mobility needs, and develop solutions to known issues or concerns through a Human Service Transportation Coordination Plan. BRAG makes the effort to include the participation and involvement of all members of the public, especially those who are underserved by transportation, including LEP persons.

BRAG staff participates in several councils, committees, or boards where the needs of LEP persons within the BRAG service area are addressed. There are no known concerns with language barriers or engaging LEP populations for comment on plans or services. However, the agency recognizes the need to improve efforts for developing translated materials such as radio announcements, posters, handouts, flyers, brochures, and newsletters. It is the goal of the agency to close language barriers where they exist and increase the participation of LEP persons in regular meetings held by or at the agency.

BRAG recognizes the need to more thoroughly document interaction with LEP persons in order to assess the level and quality of interaction that currently exists, as well as make improvements where deficiencies are recognized. Efforts will be made to reach out to LEP populations via members of the Regional Access and Mobility Council, during regular Human Service Transportation Coordination Plan update processes, and by building and maintaining connections to advocates and other groups within the community.

#### **8.5 Factor 4 – Available Resources to Recipients**

BRAG offers a variety of language assistance services to clients in addition to having multilingual staff. The majority of our client facing materials are offered in Spanish, the language spoken by the largest group of LEP persons in addition to English. Assistance cards called “I Speak Cards” provided to the agency by the Utah Department of Transportation are used to help LEP persons who need assistance in other languages. These cards are available at the front desk with staff that are aware of methods to identify an LEP person’s language so meaningful assistance can be rendered. BRAG also has several staff members or members of committees or councils who are multilingual and are available to provide translations services when necessary. UDOT also provided a list of individuals within their organization who are able to provide language assistance to persons that speak limited English.

### **8.6 Language Assistance Plan**

BRAG will continue to utilize UDOT's LEP tools and update these tools if surveys or other data indicate it is necessary. We will also utilize bilingual staff and other translation resources in the community or other if necessary. "I Speak Cards" will be utilized to identify other languages not spoken by staff. Training is provided to staff as detailed on the next page.

## 9. STAFF ONGOING TITLE VI TRAINING PROCESS/DESCRIPTION

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All BRAG staff and volunteers will be trained either annually or as newly hired staff/volunteers on Title VI. Training will include the following documents:

- Non-discrimination poster
- Title VI complaint form
- Complaint log
- LEP

BRAG will utilize UDOT staff to assist with trainings when needed. Affidavits will be signed when training is completed and filed internally. Documentation of these affidavits is available upon request.

## **APPENDIX A: REGIONAL DEMOGRAPHICS**

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BRAG Title VI Plan

Box Elder County - Age & Sex Census Demographics												
Label	Total		Percent		Male		Percent Male		Female		Percent Female	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Total population	53,001	*****	(X)	(X)	26,887	±119	(X)	(X)	26,114	±119	(X)	(X)
AGE												
Under 5 years	4,484	±63	8.5%	±0.1	2,332	±63	8.7%	±0.2	2,152	±51	8.2%	±0.2
5 to 9 years	5,353	±286	10.1%	±0.5	2,643	±206	9.8%	±0.8	2,710	±202	10.4%	±0.8
10 to 14 years	4,488	±274	8.5%	±0.5	2,443	±214	9.1%	±0.8	2,045	±175	7.8%	±0.7
15 to 19 years	4,184	±125	7.9%	±0.2	2,252	±121	8.4%	±0.4	1,932	±32	7.4%	±0.1
20 to 24 years	3,309	±67	6.2%	±0.1	1,847	±64	6.9%	±0.2	1,462	±17	5.6%	±0.1
25 to 29 years	3,004	±84	5.7%	±0.2	1,398	±63	5.2%	±0.2	1,606	±36	6.1%	±0.1
30 to 34 years	3,402	±71	6.4%	±0.1	1,730	±31	6.4%	±0.1	1,672	±64	6.4%	±0.3
35 to 39 years	3,407	±236	6.4%	±0.4	1,769	±163	6.6%	±0.6	1,638	±143	6.3%	±0.5
40 to 44 years	3,448	±258	6.5%	±0.5	1,713	±168	6.4%	±0.6	1,735	±154	6.6%	±0.6
45 to 49 years	2,620	±92	4.9%	±0.2	1,319	±59	4.9%	±0.2	1,301	±65	5.0%	±0.2
50 to 54 years	2,907	±95	5.5%	±0.2	1,404	±55	5.2%	±0.2	1,503	±62	5.8%	±0.2
55 to 59 years	2,917	±178	5.5%	±0.3	1,512	±132	5.6%	±0.5	1,405	±132	5.4%	±0.5
60 to 64 years	2,863	±197	5.4%	±0.4	1,394	±119	5.2%	±0.4	1,469	±155	5.6%	±0.6
65 to 69 years	2,132	±178	4.0%	±0.3	1,078	±110	4.0%	±0.4	1,054	±114	4.0%	±0.4
70 to 74 years	1,525	±168	2.9%	±0.3	762	±106	2.8%	±0.4	763	±97	2.9%	±0.4
75 to 79 years	1,363	±161	2.6%	±0.3	632	±82	2.4%	±0.3	731	±126	2.8%	±0.5
80 to 84 years	773	±127	1.5%	±0.2	302	±68	1.1%	±0.3	471	±110	1.8%	±0.4
85 years and over	822	±136	1.6%	±0.3	357	±95	1.3%	±0.4	465	±95	1.8%	±0.4
SELECTED AGE CATEGORIES												
5 to 14 years	9,841	±122	18.6%	±0.2	5,086	±80	18.9%	±0.3	4,755	±95	18.2%	±0.3
15 to 17 years	2,755	±25	5.2%	±0.1	1,432	±20	5.3%	±0.1	1,323	±24	5.1%	±0.1
Under 18 years	17,080	±118	32.2%	±0.2	8,850	±90	32.9%	±0.3	8,230	±113	31.5%	±0.3
18 to 24 years	4,738	±138	8.9%	±0.3	2,667	±136	9.9%	±0.5	2,071	±16	7.9%	±0.1
15 to 44 years	20,754	±138	39.2%	±0.3	10,709	±125	39.8%	±0.4	10,045	±67	38.5%	±0.3
16 years and over	37,796	±155	71.3%	±0.3	18,935	±136	70.4%	±0.4	18,861	±99	72.2%	±0.5
18 years and over	35,921	±118	67.8%	±0.2	18,037	±127	67.1%	±0.3	17,884	±52	68.5%	±0.3
21 years and over	33,930	±144	64.0%	±0.3	16,890	±131	62.8%	±0.5	17,040	±99	65.3%	±0.4
60 years and over	9,478	±182	17.9%	±0.3	4,525	±117	16.8%	±0.4	4,953	±145	19.0%	±0.5
62 years and over	8,262	±171	15.6%	±0.3	3,941	±107	14.7%	±0.4	4,321	±128	16.5%	±0.5
65 years and over	6,615	±74	12.5%	±0.1	3,131	±32	11.6%	±0.1	3,484	±61	13.3%	±0.2
75 years and over	2,958	±61	5.6%	±0.1	1,291	±14	4.8%	±0.1	1,667	±61	6.4%	±0.2
SUMMARY INDICATORS												
Median age (years)	32.5	±0.3	(X)	(X)	31.5	±0.4	(X)	(X)	33.7	±0.4	(X)	(X)
Sex ratio (males per 100 females)	103.0	±0.9	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Age dependency ratio	80.9	±0.9	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Old-age dependency ratio	22.6	±0.3	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Child dependency ratio	58.3	±0.7	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)

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Cache County - Age & Sex Census Demographics																		
Label	Total			Percent			Male			Percent Male			Female			Percent Female		
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Total population	122,336	*****	(X)	(X)	61,354	±87	(X)	(X)	60,982	±87	(X)	(X)						
AGE																		
Under 5 years	10,915	±29	8.9%	±36	5,593	±36	9.1%	±39	5,322	±39	8.7%	±39	8.7%	±0.1				
5 to 9 years	10,442	±400	8.5%	±248	5,440	±248	8.9%	±306	5,002	±306	8.2%	±306	8.2%	±0.5				
10 to 14 years	10,420	±398	8.5%	±245	5,201	±245	8.5%	±305	5,219	±305	8.6%	±305	8.6%	±0.5				
15 to 19 years	11,144	±127	9.1%	±97	5,251	±97	8.6%	±116	5,893	±116	9.7%	±116	9.7%	±0.2				
20 to 24 years	17,973	±150	14.7%	±105	8,994	±105	14.6%	±117	9,039	±117	14.8%	±117	14.8%	±0.2				
25 to 29 years	9,481	±69	7.7%	±33	5,167	±33	8.4%	±61	4,314	±61	7.1%	±61	7.1%	±0.1				
30 to 34 years	7,622	±91	6.2%	±89	3,922	±89	6.4%	±65	3,700	±65	6.1%	±65	6.1%	±0.1				
35 to 39 years	7,668	±260	6.3%	±210	3,960	±210	6.5%	±196	3,708	±196	6.1%	±196	6.1%	±0.3				
40 to 44 years	6,369	±280	5.2%	±235	3,125	±235	5.1%	±190	3,244	±190	5.3%	±190	5.3%	±0.3				
45 to 49 years	5,112	±78	4.2%	±55	2,641	±55	4.3%	±44	2,471	±44	4.1%	±44	4.1%	±0.1				
50 to 54 years	4,830	±78	3.9%	±57	2,412	±57	3.9%	±51	2,418	±51	4.0%	±51	4.0%	±0.1				
55 to 59 years	4,665	±262	3.8%	±155	2,300	±155	3.7%	±162	2,365	±162	3.9%	±162	3.9%	±0.3				
60 to 64 years	4,887	±252	4.0%	±143	2,374	±143	3.9%	±165	2,513	±165	4.1%	±165	4.1%	±0.3				
65 to 69 years	3,744	±190	3.1%	±127	1,826	±127	3.0%	±125	1,918	±125	3.1%	±125	3.1%	±0.2				
70 to 74 years	2,398	±183	2.0%	±123	1,117	±123	1.8%	±122	1,281	±122	2.1%	±122	2.1%	±0.2				
75 to 79 years	1,852	±222	1.5%	±122	925	±122	1.5%	±141	927	±141	1.5%	±141	1.5%	±0.2				
80 to 84 years	1,475	±200	1.2%	±105	643	±105	1.0%	±147	832	±147	1.4%	±147	1.4%	±0.2				
85 years and over	1,339	±174	1.1%	±113	523	±113	0.9%	±117	816	±117	1.3%	±117	1.3%	±0.2				
SELECTED AGE CATEGORIES																		
5 to 14 years	20,862	±59	17.1%	±43	10,641	±43	17.3%	±62	10,221	±62	16.8%	±62	16.8%	±0.1				
15 to 17 years	5,821	±58	4.8%	±77	3,014	±77	4.9%	±64	2,807	±64	4.6%	±64	4.6%	±0.1				
Under 18 years	37,598	*****	30.7%	±78	19,248	±78	31.4%	±79	18,350	±79	30.1%	±79	30.1%	±0.1				
18 to 24 years	23,296	±102	19.0%	±91	11,171	±91	18.2%	±85	12,125	±85	19.9%	±85	19.9%	±0.1				
15 to 44 years	60,257	±124	49.3%	±120	30,359	±120	49.5%	±100	29,898	±100	49.0%	±100	49.0%	±0.1				
16 years and over	88,602	±242	72.4%	±25	44,173	±25	68.6%	±26	44,429	±26	69.9%	±26	69.9%	±0.1				
18 years and over	84,738	*****	69.3%	±61	42,106	±61	62.6%	±66	42,632	±66	62.4%	±66	62.4%	±0.1				
21 years and over	76,463	±438	62.5%	±150	38,425	±150	62.6%	±171	38,038	±171	62.4%	±171	62.4%	±0.5				
60 years and over	15,695	±266	12.8%	±153	7,408	±153	12.1%	±150	8,287	±150	13.6%	±150	13.6%	±0.3				
62 years and over	13,793	±249	11.3%	±153	6,488	±153	10.6%	±150	7,305	±150	12.0%	±150	12.0%	±0.2				
65 years and over	10,808	±71	8.8%	±52	5,034	±52	8.2%	±35	5,774	±35	9.5%	±35	9.5%	±0.1				
75 years and over	4,666	±64	3.8%	±28	2,091	±28	3.4%	±59	2,575	±59	4.2%	±59	4.2%	±0.1				
SUMMARY INDICATORS																		
Median age (years)	25.1	±0.1	(X)	±0.1	25.2	±0.1	(X)	±0.1	25.0	±0.1	(X)	±0.1	(X)	(X)				
Sex ratio (males per 100 females)	100.6	±0.3	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)				
Age dependency ratio	65.5	±0.2	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)				
Old-age dependency ratio	14.6	±0.1	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)				
Child dependency ratio	50.9	±0.1	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)				

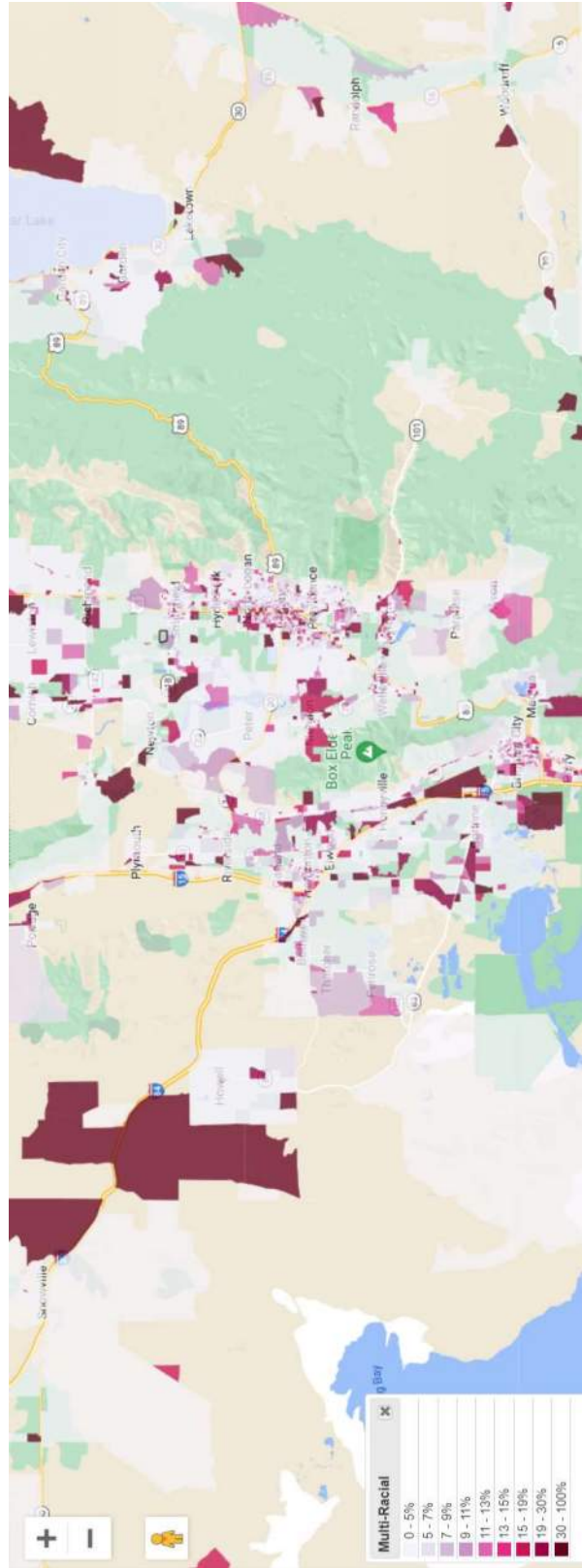
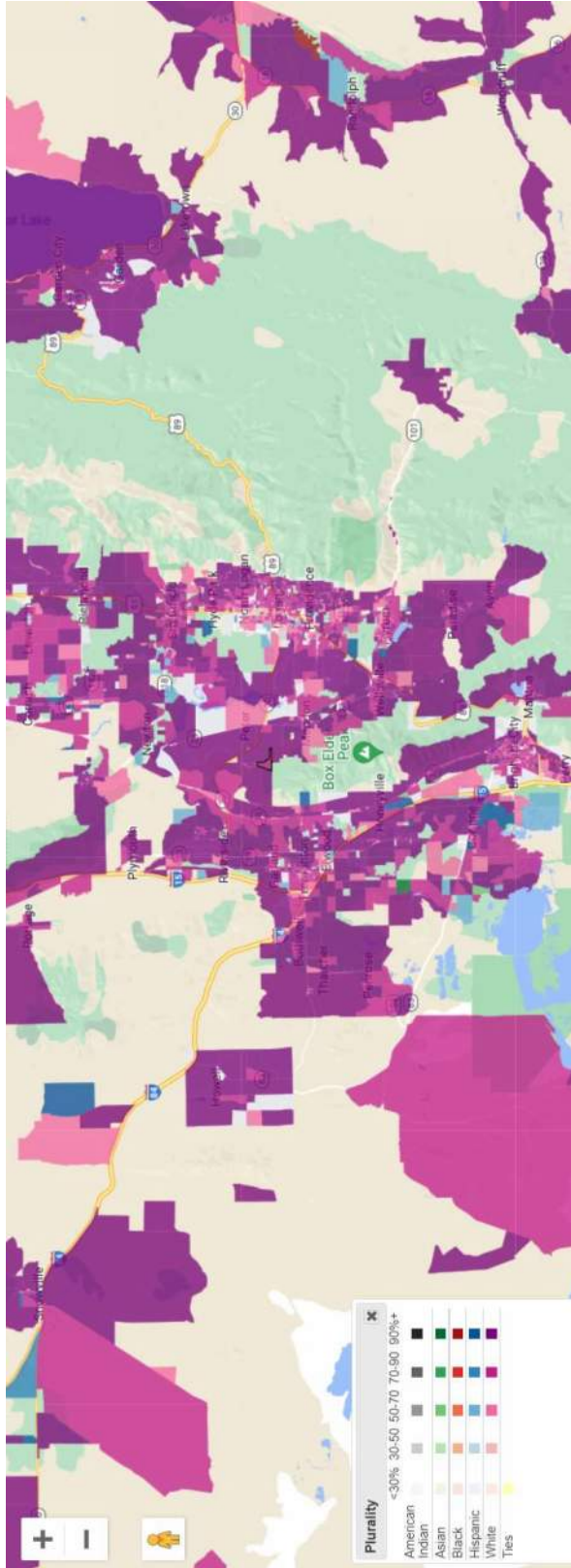
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Rich County - Age & Sex Census Demographics												
Label	Total			Percent			Male			Female		
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Total population	2,350	*****	(X)	(X)	1,152	±77	(X)	(X)	1,198	±77	(X)	(X)
AGE												
Under 5 years	175	±47	7.4%	±2.0	106	±26	9.2%	±2.3	69	±39	5.8%	±3.2
5 to 9 years	293	±55	12.5%	±2.3	122	±43	10.6%	±3.9	171	±49	14.3%	±4.1
10 to 14 years	235	±45	10.0%	±1.9	123	±35	10.7%	±3.0	112	±39	9.3%	±3.1
15 to 19 years	200	±35	8.5%	±1.5	116	±26	10.1%	±2.2	84	±21	7.0%	±1.7
20 to 24 years	99	±57	4.2%	±2.4	64	±44	5.6%	±3.7	35	±31	2.9%	±2.6
25 to 29 years	114	±62	4.9%	±2.6	57	±46	4.9%	±3.9	57	±49	4.8%	±4.1
30 to 34 years	159	±49	6.8%	±2.1	36	±26	3.1%	±2.2	123	±32	10.3%	±2.6
35 to 39 years	50	±28	2.1%	±1.2	26	±17	2.3%	±1.4	24	±16	2.0%	±1.4
40 to 44 years	118	±34	5.0%	±1.4	17	±12	1.5%	±1.1	101	±31	8.4%	±2.5
45 to 49 years	129	±30	5.5%	±1.3	80	±20	6.9%	±1.7	49	±18	4.1%	±1.5
50 to 54 years	83	±28	3.5%	±1.2	43	±21	3.7%	±1.8	40	±17	3.3%	±1.4
55 to 59 years	138	±43	5.9%	±1.8	53	±29	4.6%	±2.5	85	±34	7.1%	±2.8
60 to 64 years	117	±36	5.0%	±1.6	58	±31	5.0%	±2.6	59	±24	4.9%	±2.0
65 to 69 years	147	±45	6.3%	±1.9	99	±34	8.6%	±2.9	48	±22	4.0%	±1.9
70 to 74 years	126	±42	5.4%	±1.8	55	±28	4.8%	±2.4	71	±32	5.9%	±2.6
75 to 79 years	73	±32	3.1%	±1.4	40	±21	3.5%	±1.8	33	±22	2.8%	±1.9
80 to 84 years	13	±10	0.6%	±0.4	6	±6	0.5%	±0.5	7	±6	0.6%	±0.5
85 years and over	81	±54	3.4%	±2.3	51	±46	4.4%	±4.0	30	±23	2.5%	±1.9
SELECTED AGE CATEGORIES												
5 to 14 years	528	±72	22.5%	±3.1	245	±40	21.3%	±3.7	283	±52	23.6%	±4.1
15 to 17 years	151	±30	6.4%	±1.3	93	±24	8.1%	±2.0	58	±18	4.8%	±1.4
Under 18 years	854	±83	36.3%	±3.5	444	±50	38.5%	±4.6	410	±63	34.2%	±4.7
18 to 24 years	148	±59	6.3%	±2.5	87	±46	7.6%	±3.8	61	±34	5.1%	±2.8
15 to 44 years	740	±85	31.5%	±3.6	316	±73	27.4%	±5.5	424	±64	35.4%	±4.4
16 years and over	1,610	±90	68.5%	±3.8	764	±102	66.3%	±5.7	846	±75	70.6%	±4.5
18 years and over	1,496	±83	63.7%	±3.5	708	±84	61.5%	±4.6	788	±73	65.8%	±4.7
21 years and over	1,415	±94	60.2%	±4.0	681	±84	59.1%	±4.7	734	±76	61.3%	±5.3
60 years and over	557	±85	23.7%	±3.6	309	±60	26.8%	±4.8	248	±48	20.7%	±4.1
62 years and over	512	±86	21.8%	±3.7	295	±60	25.6%	±4.9	217	±48	18.1%	±4.0
65 years and over	440	±82	18.7%	±3.5	251	±54	21.8%	±4.5	189	±42	15.8%	±3.6
75 years and over	167	±56	7.1%	±2.4	97	±42	8.4%	±3.6	70	±26	5.8%	±2.3
SUMMARY INDICATORS												
Median age (years)	30.6	±2.1	(X)	(X)	28.8	±6.8	(X)	(X)	30.8	±3.6	(X)	(X)
Sex ratio (males per 100 females)	96.2	±12.9	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Age dependency ratio	122.5	±18.5	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Old-age dependency ratio	41.7	±9.9	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Child dependency ratio	80.9	±12.9	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)

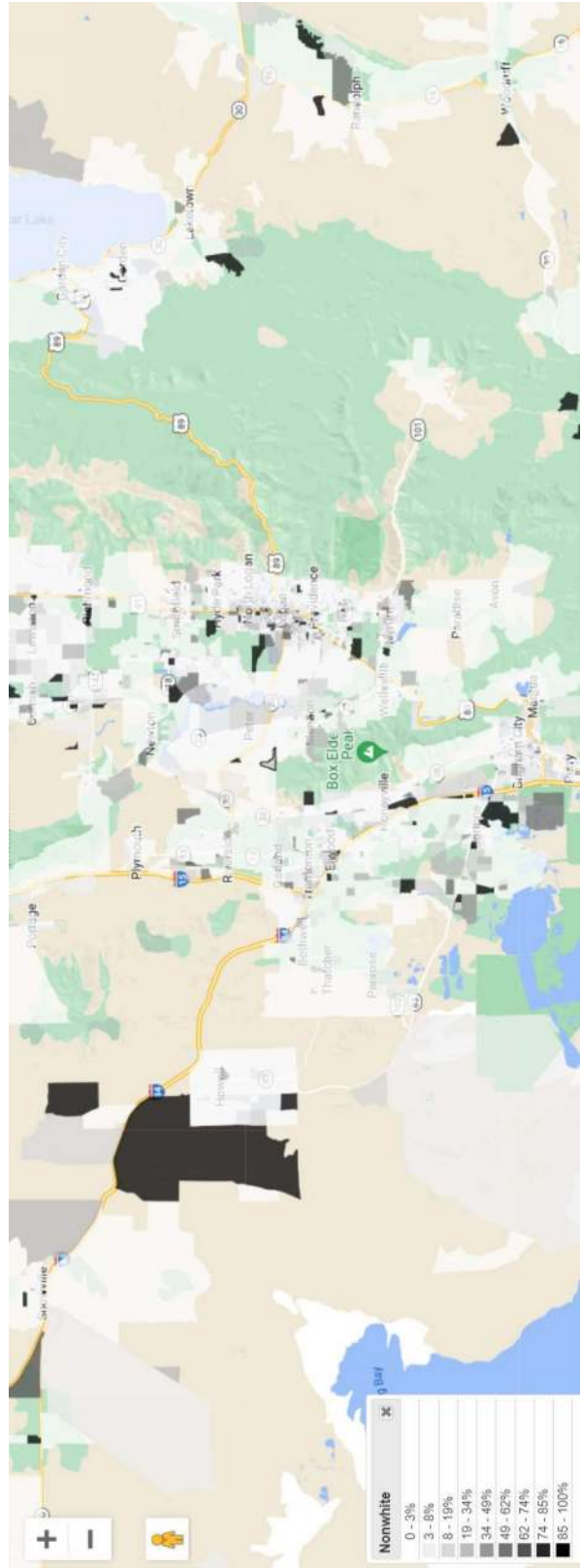
<b>Bear River Region Population Race and Ethnicity Demographics</b>			
	<b>Box Elder County</b>	<b>Cache County</b>	<b>Rich County</b>
Total:	57,666	133,154	2,510
Hispanic or Latino	5,537	15,076	97
Not Hispanic or Latino:	52,129	118,078	2,413
Population of one race:	50,543	114,426	2,348
White	49,361	109,376	2,329
Black or African American	161	1,045	11
American Indian and Alaska Native	383	620	1
Asian	438	2,303	2
Native Hawaiian and Pacific Islander	98	660	4
Some Other Race alone	102	422	1
Population of two or more races:	1,586	3,652	65

- Populations are outlined in the maps on the following pages to highlight where the racial and ethnic diversity in the region is currently concentrated. Maps were generated on justicemap.org using 2020 Census Data. Future maps will be created as needed to narrow in on areas to target outreach on projects.



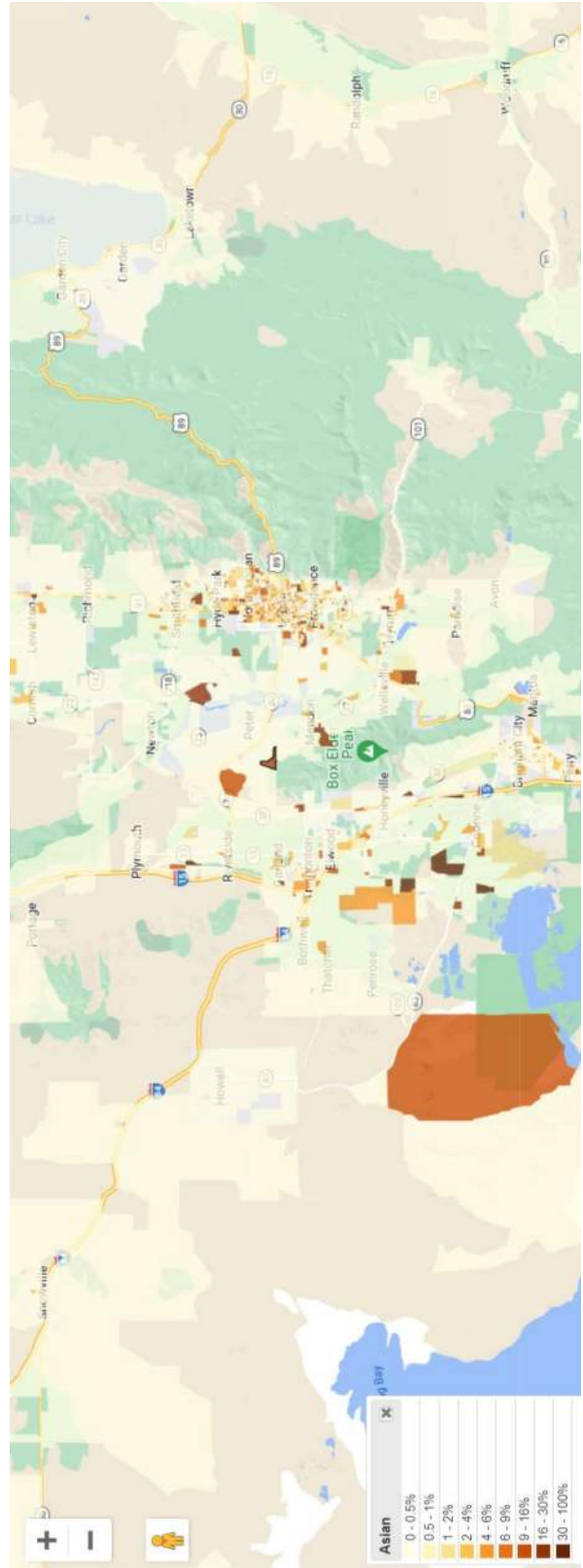
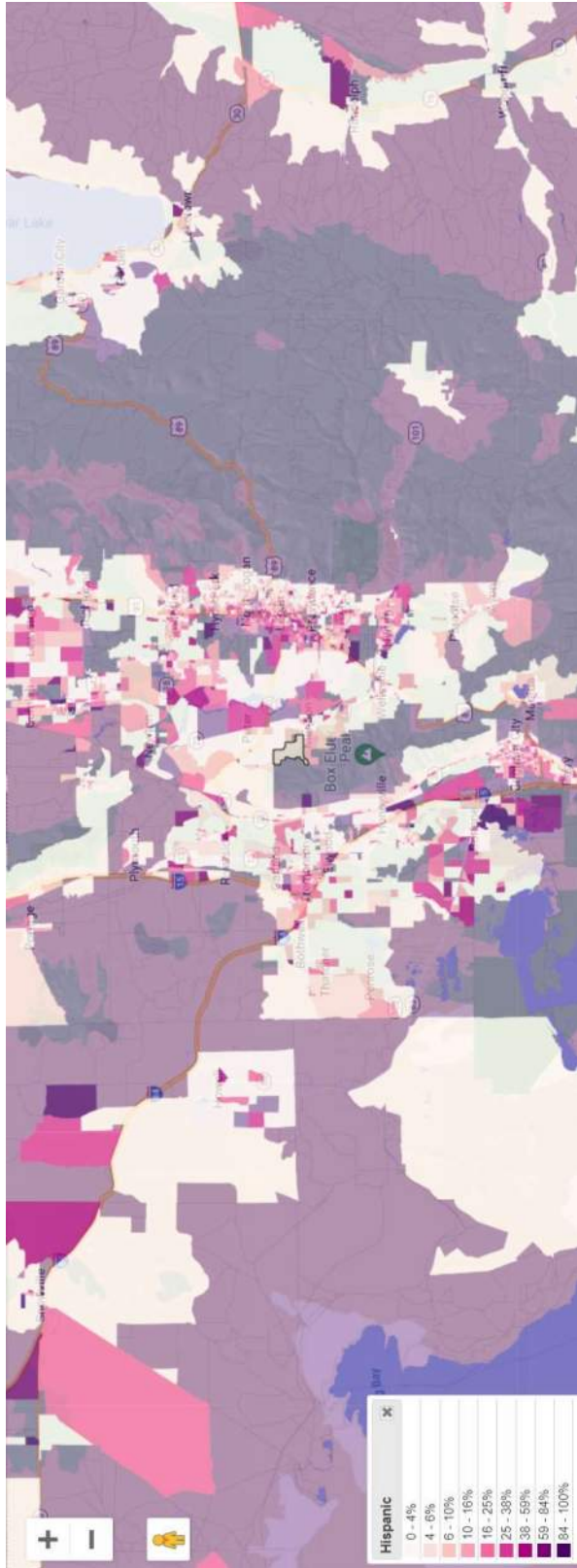


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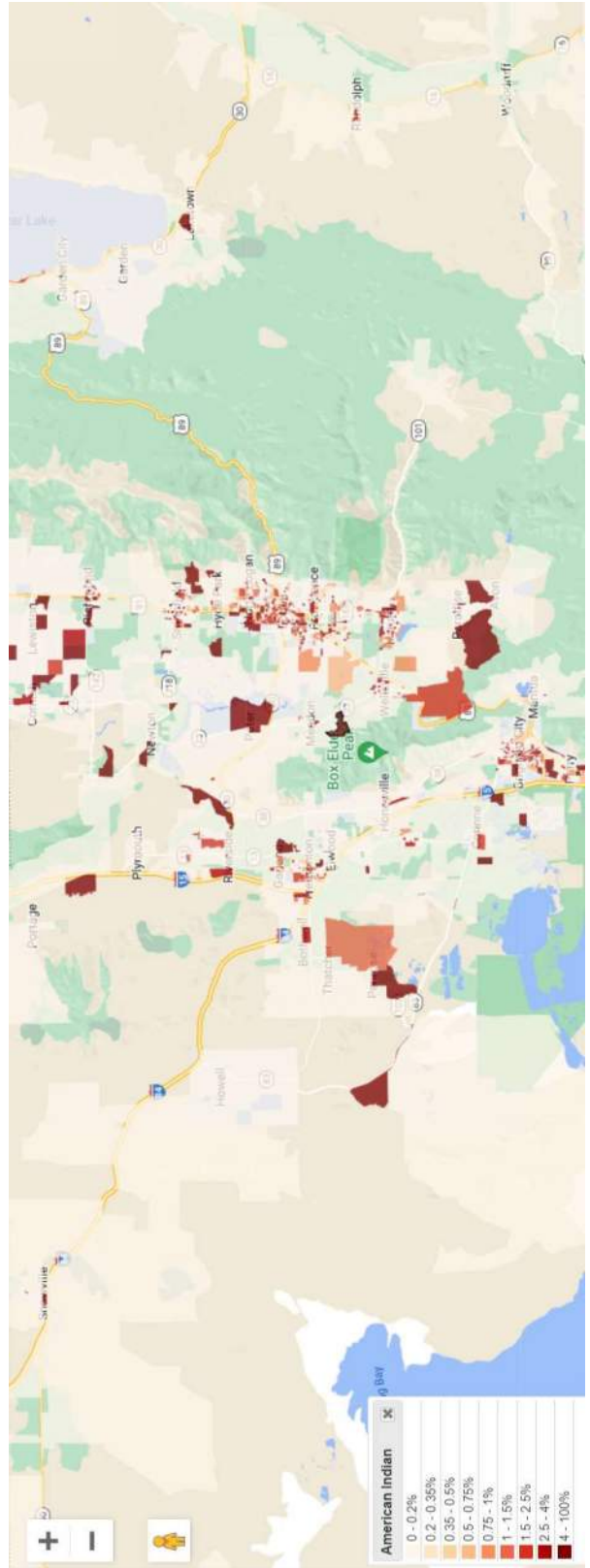
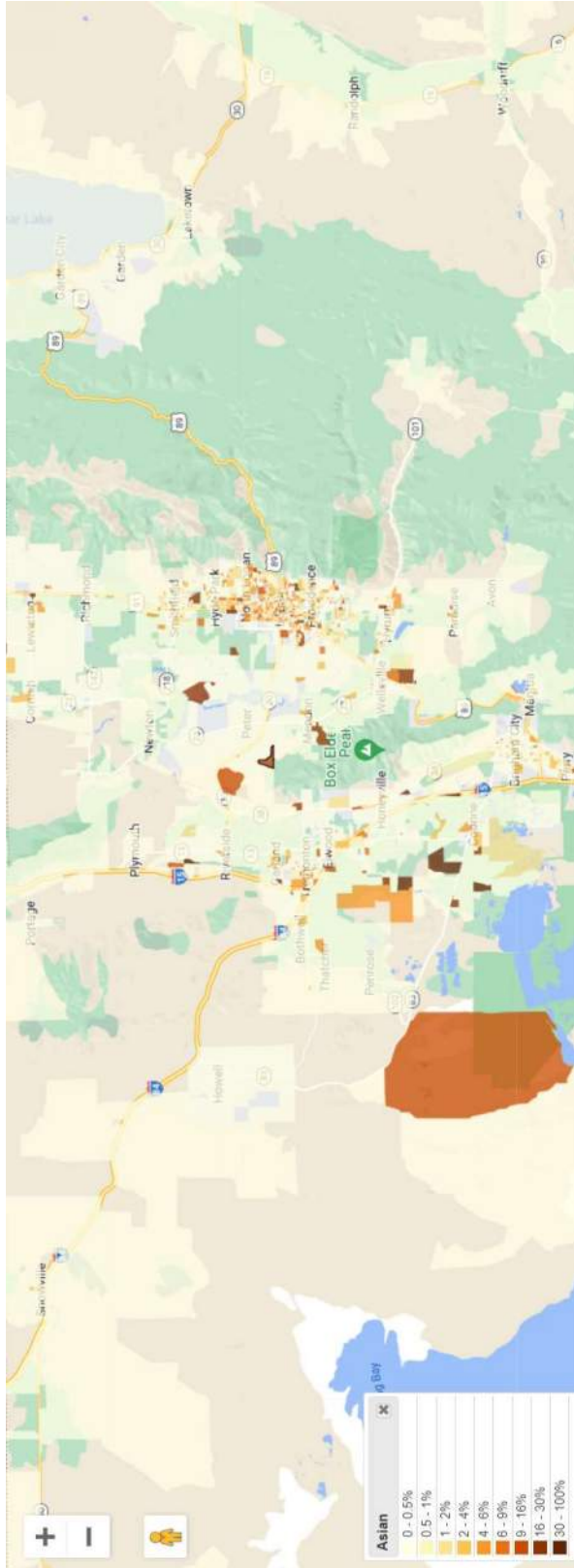




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## **APPENDIX B: TITLE VI COMPLAINT FORMS**

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**English & Spanish Versions**

# Bear River Association of Governments

## Civil Rights Complaint Form

Bear River Association of Governments (BRAG) is responsible for ensuring proper implementation of several civil rights laws and programs, including Title VI of the Civil Rights Act of 1964, the Americans with Disabilities Act of 1990 (ADA), the Disadvantaged Business Enterprise (DBE) program, and the External Equal Employment Opportunity (EEO) program.

Please mail or email your completed form to:

**Roger C. Jones**  
**Title VI & ADA Coordinator**  
**170 North Main Street**  
**Logan, Utah 84321**  
**(435) 890-5238**  
**rjones@brag.utah.gov**

If you have questions about how to prepare a complaint using this form, you may contact the Title VI & ADA Coordinator using the above information. You may also file a complaint directly with the Utah Department of Transportation (UDOT). To access the UDOT complaint form or for more information about highway construction civil rights requirements may be found on the UDOT Civil Rights website: <https://udot.utah.gov/connect/business/civil-rights/>.

More information about rural public transit-related civil rights requirements may be found on the UDOT Rural Transit website: <https://udot.utah.gov/connect/business/public-entities/rural-public-transit-team/>.

**Note:** Apart from the form, *on separate pages*, please describe your complaint. You should include specific details such as names, dates, times, route numbers, witnesses, and any other information that would assist us in our investigation of your allegations. Please also provide any other documentation that is relevant to this complaint, including any related correspondence from the highway construction contractor or transit provider.

**Important:** We cannot accept your complaint without a signature, so please sign on the last page of the form after printing out.



<b>Section IV:</b>		
Have you previously filed a Discrimination Complaint with BRAG?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, please provide any case reference information regarding your previous complaint. .		
Have you filed this complaint with any other Federal, State, or local (transit) agency, or with any Federal or State court? <input type="checkbox"/> Yes <input type="checkbox"/> No		
If yes, check all that apply:		
<input type="checkbox"/> Federal Agency	<input type="checkbox"/> State Agency	
<input type="checkbox"/> Federal Court	<input type="checkbox"/> Local Agency	
<input type="checkbox"/> State Court	<input type="checkbox"/> Other:	
If yes, please attach a copy of any response you received to your previous complaint.		
Have you filed a lawsuit regarding this complaint with any Federal or State court?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Please provide information about a contact person at the agency/court where the complaint or lawsuit was filed.		
Name:		
Title:		
Agency:		
Address:		
Telephone:		
FHWA/FTA/UDOT/Agency Complaint or Court Case Number:		
<b>Section V:</b>		
Name of the program complaint is against:		
Contact person:		
Title:		
Location:		
Telephone Number (if available):		
<b>Section VI:</b>		
May we release your identity and a copy of your complaint to the highway construction contractor, consultant, or rural public transit provider?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<b>Note:</b> We may be unable to investigate your allegations without permission to release your identity and complaint.		

You may attach any written materials or other information that you think is relevant to your complaint. Your signature and date are **required** below:

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



A copy of this form can be found online at: <https://brag.utah.gov>

If information is needed in another language, use the above contact information to request language assistance.

Este formulario también está disponible en español. Para información en español utilice la misma información de contacto anterior.

# Bear River Association of Governments

## Formulario de Queja de Derechos Civiles

Bear River Association of Governments (BRAG) es responsable para implementar varias leyes y programas de derechos civiles, incluido el Título VI de la Ley de Derechos Civiles de 1964, la Ley de Estadounidenses con Discapacidades de 1990 (ADA), el programa de Empresas Comerciales Desfavorecidas (DBE), y el programa de Igualdad de Oportunidades de Empleo Externo (EEO).

Por favor, envíe por correo o envíe por correo electrónico su formulario completo a:

**Roger C. Jones**  
**Título VI & ADA Especialista**  
**170 North Main Street**  
**Logan, Utah 84321**  
**(435) 890-5238**  
**rjones@brag.utah.gov**

Si tiene preguntas sobre cómo preparar una queja utilizando este formulario, puede comunicarse con el Coordinador del Título VI y ADA utilizando la información anterior. También puede presentar una queja directamente ante el Departamento de Transporte de Utah (UDOT). Para acceder al formulario de quejas de UDOT o para obtener más información sobre los requisitos de derechos civiles de construcción de carreteras, puede encontrarlo en el sitio web de Derechos Civiles de UDOT: <https://udot.utah.gov/connect/business/civil-rights/>.

Puede encontrar más información sobre los requisitos de derechos civiles relacionados con el transporte público rural en el sitio web de UDOT Rural Transit: <https://udot.utah.gov/connect/business/public-entities/rural-public-transit-team/>.

**Nota:** Aparte del formulario, en *páginas separadas*, describa su queja. Debe incluir detalles específicos como nombres, fechas, horas, números de ruta, testigos y cualquier otra información que nos ayude en nuestra investigación de sus acusaciones. Proporcione también cualquier otra documentación que sea relevante para esta queja, incluida cualquier correspondencia relacionada del contratista de construcción de carreteras o proveedor de tránsito.

**Importante:** No podemos aceptar su queja sin una firma, así que firme en la última página del formulario después de imprimirla.

<b>Sección I:</b>		
Creo que he sido (o alguien más ha sido) discriminado sobre la base de (marque todo lo que corresponda): <input type="checkbox"/> Raza <input type="checkbox"/> Color <input type="checkbox"/> Origen <input type="checkbox"/> Nacional <input type="checkbox"/> Discapacidad <input type="checkbox"/> No Aplicable <input type="checkbox"/> Otro (Por favor especifique) _____		
Fecha de la presunta discriminación (mes/día/año):		
Creo que BRAG no ha cumplido con los siguientes requisitos del programa: <input type="checkbox"/> Título VI <input type="checkbox"/> ADA <input type="checkbox"/> Empresa <input type="checkbox"/> comercial desfavorecida Igualdad de oportunidades <input type="checkbox"/> No aplicable de empleo en el extranjero <input type="checkbox"/> Otro (especifique) _____		
<p><b>En páginas separadas</b>, describa su queja. Explique lo más claramente posible lo que sucedió y por qué cree que fue discriminado. Describa a todas las personas que estuvieron involucradas. Incluya el nombre y la información de contacto de la(s) persona(s) que lo discriminó (si se conoce), así como los nombres y la información de contacto de cualquier testigo. Debe incluir detalles específicos como nombres, fechas, horas, números de ruta, testigos y cualquier otra información que nos ayude en nuestra investigación de sus acusaciones. Sírvase proporcionar también cualquier otra documentación que sea pertinente para esta queja, incluida cualquier correspondencia relacionada.</p>		
<b>Sección II:</b>		
Nombre:		
Dirección:		
Ciudad:	Estado:	Código postal:
Teléfono (Inicio):	Teléfono (Celular):	
Dirección de correo electrónico:		
¿Requisitos de formato accesible?	<input type="checkbox"/> Letra grande	<input type="checkbox"/> Grabación de audio
	<input type="checkbox"/> TDD/TTY	<input type="checkbox"/> No aplicable
	<input type="checkbox"/> Otros (Sírvase describir):	
<b>Sección III:</b>		
¿Está presentando esta queja en su propio nombre?	<input type="checkbox"/> Sí*	<input type="checkbox"/> No
<i>*Si respondió "sí" a esta pregunta, vaya a la Sección IV.</i>		
De lo contrario, proporcione el nombre y la relación de la persona por la que se queja.		
Por favor, explique por qué ha solicitado a un tercero:		
Confirme que ha obtenido el permiso de la parte agraviada si está presentando una solicitud en nombre de un tercero.	<input type="checkbox"/> Sí	<input type="checkbox"/> No

<b>Sección IV:</b>		
¿Ha presentado previamente una Queja por Discriminación ante BRAG?	<input type="checkbox"/> Sí	<input type="checkbox"/> No
En caso afirmativo, proporcione cualquier información de referencia del caso con respecto a su queja anterior.		
¿Ha presentado esta queja ante cualquier otra agencia federal, estatal o local (de tránsito), o ante cualquier tribunal federal o estatal? <input type="checkbox"/> Sí <input type="checkbox"/> No		
En caso afirmativo, marque todo lo que corresponda:		
<input type="checkbox"/> Agencia Federal	<input type="checkbox"/> Agencia Estatal	
<input type="checkbox"/> Tribunal Federal	<input type="checkbox"/> Agencia Local	
<input type="checkbox"/> Tribunal Estatal	<input type="checkbox"/> Estatal Otros:	
En caso afirmativo, adjunte una copia de cualquier respuesta que haya recibido a su queja anterior.		
¿Ha presentado una demanda con respecto a esta queja ante algún tribunal federal o estatal?	<input type="checkbox"/> Sí	<input type="checkbox"/> No
Proporcione información sobre una persona de contacto en la agencia / tribunal donde se presentó la queja o demanda.		
Nombre:		
Título:		
Agencia:		
Dirección:		
Teléfono:		
FHWA / FTA / UDOT / Queja de la Agencia o Número de Caso Judicial:		
<b>Sección V:</b>		
El nombre del programa contra el que está presentando una queja:		
Persona de contacto:		
Título:		
Ubicación:		
Número de teléfono (si está disponible):		
<b>Sección VI:</b>		
¿Podemos divulgar su identidad y una copia de su queja al contratista de construcción de carreteras, consultor o proveedor de transporte público rural?	<input type="checkbox"/> Sí	<input type="checkbox"/> No
<b>Nota:</b> Es posible que no podamos investigar sus denuncias sin permiso para divulgar su identidad y queja.		

Puede adjuntar cualquier material escrito u otra información que considere relevante para su queja. Su firma y fecha son **requeridas** a continuación:

\_\_\_\_\_

Firma

\_\_\_\_\_

Fecha

Una copia de este formulario se puede encontrar en línea en: <https://brag.utah.gov>

Si se necesita información en otro idioma, utilice la información de contacto anterior para solicitar asistencia lingüística.

This form is also available in English. For information in English use the same contact information above.



## Utah Department of Transportation Civil Rights Complaint Form

The Utah Department of Transportation (UDOT) Office of Civil Rights is responsible for ensuring that highway construction contractors, consultants, and providers of rural public transit properly implement several civil rights laws and programs, including Title VI of the Civil Rights Act of 1964, the Americans with Disabilities Act of 1990 (ADA), the Disadvantaged Business Enterprise (DBE) program, and the External Equal Employment Opportunity (EEO) program.

Please mail or email your completed form to:

**UDOT Office of Civil Rights**  
**Title VI Specialist**  
**P. O. Box 141520**  
**Salt Lake City, Utah 84114-1520**  
**(801) 965-4384**  
[civilrights@utah.gov](mailto:civilrights@utah.gov)

If you have questions about how to prepare a complaint using this form, you may contact the UDOT Office of Civil Rights at, **(801) 965-4384**.

More information about highway construction civil rights requirements may be found on the UDOT Civil Rights website: <https://udot.utah.gov/connect/business/civil-rights/>.

More information about rural public transit-related civil rights requirements may be found on the UDOT Rural Transit website: <https://udot.utah.gov/connect/business/public-entities/rural-public-transit-team/>.

**Note:** Apart from the form, *on separate pages*, please describe your complaint. You should include specific details such as names, dates, times, route numbers, witnesses, and any other information that would assist us in our investigation of your allegations. Please also provide any other documentation that is relevant to this complaint, including any related correspondence from the highway construction contractor or transit provider.

**Important:** We cannot accept your complaint without a signature, so please sign on the last page of the form after printing out.



If not, please supply the name and relationship of the person for whom you are complaining.			
Please explain why you have filed for a third party:			
Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party.		<input type="checkbox"/> Yes	<input type="checkbox"/> No
<b>Section IV:</b>			
Have you previously filed a Discrimination Complaint with UDOT?		<input type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, please provide any case reference information regarding your previous complaint. . .			
Have you filed this complaint with any other Federal, State, or local (transit) agency, or with any Federal or State court? <input type="checkbox"/> Yes <input type="checkbox"/> No			
If yes, check all that apply:			
<input type="checkbox"/> Federal Agency		<input type="checkbox"/> State Agency	
<input type="checkbox"/> Federal Court		<input type="checkbox"/> Local Agency	
<input type="checkbox"/> State Court		<input type="checkbox"/> Other:	
If yes, please attach a copy of any response you received to your previous complaint.			
Have you filed a lawsuit regarding this complaint with any Federal or State court?		<input type="checkbox"/> Yes	<input type="checkbox"/> No
Please provide information about a contact person at the agency/court where the complaint or lawsuit was filed.			
Name:			
Title:			
Agency:			
Address:			
Telephone:			
FHWA/FTA/UDOT/Agency Complaint or Court Case Number:			
<b>Section V:</b>			
Name of UDOT contractor or agency complaint is against:			
Contact person:			
Title:			
Location:			



Telephone Number (if available):		
<b>Section VI:</b>		
May we release your identity and a copy of your complaint to the highway construction contractor, consultant, or rural public transit provider?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<b>Note:</b> We may be unable to investigate your allegations without permission to release your identity and complaint.		

You may attach any written materials or other information that you think is relevant to your complaint. Your signature and date are **required** below:

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

A copy of this form can be found online at: <https://udot.utah.gov/connect/business/civil-rights/>

If information is needed in another language, use the above contact information to request language assistance.

Este formulario también está disponible en español. Para información en español utilice la misma información de contacto anterior.

## **APPENDIX C: TITLE VI COMPLAINT LOG**

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## APPENDIX D: NOTICE TO THE PUBLIC

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## BEAR RIVER ASSOCIATION OF GOVERNMENTS

- BRAG operates its programs and services without regard to race, color, and national origin in accordance with Title VI of the Civil Rights Act. Any person who believes she or he has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with the BRAG Title VI Coordinator or appropriate individual.
- For more information on the BRAG Title VI program and the procedures to file a complaint, see Roger C. Jones at the address listed below, by calling 435-752-7242, or go to [www.brag.utah.gov](http://www.brag.utah.gov) for more information.
- Complaints must be filed in person or in writing. Complaints should be directed to:  
BRAG Title VI/ADA Coordinator  
Attn: Roger C. Jones  
Executive Director  
Bear River Association of Governments  
170 N. Main  
Logan, UT 84321
- A complainant may file a complaint directly with the Utah Department of Transportation by filing a complaint at:  
Utah Department of Transportation, Civil Rights Division  
Attn: Title VI Program Coordinator  
P O Box 141520  
Salt Lake City, Utah 84114-1520  
Tel: (801) 965-4384  
Fax:(801) 965-4101
- A complainant may file a complaint directly with the Federal Transit Administration by filing a complaint at:  
Federal Transit Administration, Office of Civil Rights  
Attn: Title VI Program Coordinator  
East Building, 5<sup>th</sup> Floor-TCR, 1200 New Jersey Ave., SE  
Washington, DC 20590
- For information in another language, contact the BRAG reception desk at 435-752-7242.

## APPENDIX E: TITLE VI POSTERS

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**English & Spanish Versions**



## TITLE VI NON-DISCRIMINATION POLICY

### **Title VI and Nondiscrimination Commitment:**

Pursuant to Title VI of the Civil Rights Act of 1964 and related laws and regulations, BRAG will not exclude from participation in, deny the benefits of, or subject to discrimination anyone on the grounds of race, color, national origin, sex, age, disability or income status.

### **Limited English Proficiency (LEP):**

In accordance with Presidential Executive Order 13166 – *Improving Access to Services for Persons with Limited English Proficiency (LEP)*, BRAG is committed to taking the steps necessary to provide meaningful access to its services, programs and activities for people with limited English proficiency.

### **Language Assistance:**

Services are provided free without charge for individuals with special needs and/or disabilities. The public will have access to translators, "I Speak Cards", Text Telephone (TTY), Telecommunication Device (TDD) services, and vital documents translated when requested.

### **Environmental Justice:**

Bear River Association of Governments is committed to full compliance with the requirements of Title VI of the Civil Rights Act of 1964 and Executive Order 12898, "Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations." During the public participation process, minority populations, including but not limited to low-income, minority, persons with disabilities, and senior citizen groups that have been traditionally under-served by existing transportation systems, shall be sought out in order to obtain their input relative to transportation needs. Title VI states that "no person in the United States, shall, on the grounds of race, color, or national origin be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance." BRAG has developed and adopted a comprehensive Title VI Plan, available for download at: <https://brag.utah.gov/policies>

### **ADA/504 Statement:**

Pursuant to Section 504 of the Rehabilitation Act of 1973 (Section 504), the Americans with Disabilities Act of 1990 (ADA) and related federal and state laws and regulations, BRAG will make every effort to ensure that its facilities, programs, services, and activities are accessible to those with disabilities. BRAG will provide reasonable accommodation to disabled individuals who wish to participate in public involvement events or who require special assistance to access BRAG facilities, programs, services or activities. Because providing reasonable accommodation may require outside assistance, organization or resources, BRAG asks that requests be made at least five (5) calendar days prior to the need for accommodation. Questions, concerns, comments or requests for accommodation should be made to BRAG's Title VI Specialist.

### **Complaint Procedures:**

BRAG has established a discrimination complaint procedure and will take prompt and reasonable action to investigate and eliminate discrimination when found. Any person who believes that he or she has been aggrieved by an unlawful discriminatory practice under Title VI has a right to file a formal complaint with BRAG. Any such complaint must be in writing and filed with BRAG within one hundred eighty (180) calendar days following the date of the alleged discriminatory occurrence. For more information, please contact BRAG's Title VI Coordinator.

#### **BRAG Title VI Coordinator**

Roger C. Jones  
170 North Main  
Logan, Utah 84321  
Phone: (435) 752-7242  
Fax: (435) 752-6962  
Email: [rjones@brag.utah.gov](mailto:rjones@brag.utah.gov)

#### **UDOT Title VI Specialist**

PO BOX 141265  
Salt Lake City, UT 84114-1265  
Phone: 801-965-4384  
Fax: 801-965-4101  
Email: [civilrights@utah.gov](mailto:civilrights@utah.gov)





## TÍTULO VI NO DISCRIMINACIÓN PÓLIZA

### **Título VI y Compromiso de No Discriminación:**

De conformidad con el Título VI de la Ley de Derechos Civiles de 1964 y las leyes y reglamentos conexos, BRAG no excluirá de la participación en, negará los beneficios o sujeto a discriminación a cualquier persona por motivos de raza, color, origen nacional, sexo, edad, discapacidad o ingresos Estado.

### **Dominio limitado del inglés (LEP):**

De acuerdo con la Orden Ejecutiva Presidencial 13166 – Mejorar el acceso a los servicios para personas con dominio limitado del *inglés (LEP)*, BRAG se compromete a tomar las medidas necesarias para proporcionar un acceso significativo a sus servicios, programas y actividades para personas con dominio limitado del inglés.

### **Asistencia de idiomas:**

Los servicios se proporcionan de forma gratuita para personas con necesidades especiales y/o discapacidades. El público tendrá acceso a traductores, "I Speak Cards", Text Telephone (TTY), servicios de dispositivos de telecomunicaciones (TDD) y documentos vitales traducidos cuando se solicite.

### **Justicia Ambiental:**

BRAG está comprometido con el pleno cumplimiento de los requisitos del Título VI de la Ley de Derechos Civiles de 1964 y la Orden Ejecutiva 12898, "Acciones Federales para Abordar la Justicia Ambiental en Poblaciones Minoritarias y Poblaciones de Bajos Ingresos". Durante el proceso de participación pública, se buscarán poblaciones minoritarias, incluidos, entre otros, los grupos de bajos ingresos, minorías, personas con discapacidad y personas de la tercera edad que tradicionalmente han sido desatendidos por los sistemas de transporte existentes, a fin de obtener sus aportaciones en relación con las necesidades de transporte. El Título VI establece que "ninguna persona en los Estados Unidos, por motivos de raza, color u origen nacional será excluida de la participación en, se les negarán los beneficios de, o será objeto de discriminación bajo cualquier programa o actividad que reciba asistencia financiera federal." BRAG ha desarrollado y adoptado un plan completo del Título VI, disponible en <https://brag.utah.gov/policies>

### **Declaración ADA/504:**

De conformidad con la Sección 504 de la Ley de Rehabilitación de 1973 (Sección 504), la Ley de Estadounidenses con Discapacidades de 1990 (ADA) y las leyes y regulaciones federales y estatales relacionadas, BRAG hará todo lo posible para garantizar que sus instalaciones, programas, servicios y actividades sean accesibles para las personas con discapacidades. BRAG proporcionará adaptaciones razonables a las personas discapacitadas que deseen participar en eventos de participación pública o que requieran asistencia especial para acceder a las instalaciones, programas, servicios o actividades de BRAG. Debido a que proporcionar adaptaciones razonables puede requerir asistencia, organización o recursos externos, BRAG solicita que las solicitudes se realicen al menos cinco (5) días calendario antes de la necesidad de adaptación. Las preguntas, inquietudes, comentarios o solicitudes de adaptación deben hacerse al Especialista Título VI de BRAG.

### **Procedimientos de reclamación:**

BRAG ha establecido un procedimiento de queja por discriminación y tomará medidas rápidas y razonables para investigar y eliminar la discriminación cuando se encuentre. Cualquier persona que crea que ha sido agraviada por una práctica discriminatoria ilegal bajo el Título VI tiene derecho a presentar una queja formal ante BRAG. Cualquier queja de este tipo debe presentarse por escrito y presentada ante la BRAG dentro de los ciento ochenta (180) días calendario siguientes a la fecha del presunto hecho discriminatorio. Para obtener más información, comuníquese con el Especialista Título VI de la BRAG.

### **BRAG Especialista Titulo VI**

Roger C. Jones  
170 North Main  
Logan, Utah 84321  
Phone: (435) 752-7242  
Fax: (435) 752-6962  
Email: [rjones@brag.utah.gov](mailto:rjones@brag.utah.gov)

### **UDOT Especialista Titulo VI**

PO BOX 141265  
Salt Lake City, UT 84114-1265  
Phone: 801-965-4384  
Fax: 801-965-4101  
Email: [civilrights@utah.gov](mailto:civilrights@utah.gov)



## **APPENDIX F: PUBLIC OUTREACH (NOV. 2022)**

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**BRAG PUBLIC SERVICE ANNOUNCEMENTS | LEGAL NOTICES  
SENT TO THE HERALD JOURNAL, BOX ELDER NEWS JOURNAL, THE LEADER-  
GARLAND TIMES, AND THE UINTA HERALD**

Public Service Announcement  
Bear River Association of Governments  
10/31/22

**BRAG Soliciting Input on Human Service Transportation Coordination Plan**

Bear River Association of Governments (BRAG) is in the process of updating the regional Human Service Transportation Coordination Plan for Box Elder, Cache, and Rich Counties. The plan addresses transportation issues and needs for persons with disabilities, low-income individuals and families, and seniors. A current version of the plan is located online at [bearrivermobility.org](http://bearrivermobility.org), or you can access a hard copy of the plan at the BRAG office at 170 N. Main in Logan. If you have any questions or comments related to human service transportation issues in the Bear River Region, please submit them by Monday, December 2nd at 5:00 P.M. by contacting Alyssa Cronin, Mobility Manager, at 435-713-1427 or e-mail at [alyssac@brag.utah.gov](mailto:alyssac@brag.utah.gov).

Anuncio de Servicio Publico  
Bear River Association of Governments  
10/31/22

**BRAG solicita la opinión sobre el Plan de Coordinación de Transporte Servicios Humanos**

Bear River Association of Governments (BRAG) está en el proceso de actualización del Plan de Coordinación de Transporte Servicios Humanos regional de los condados Box Elder, Cache, y Rich. El plan se dirige a los problemas de transporte y las necesidades de las personas con discapacidad, personas de bajos ingresos y las familias y personas mayores. Una versión actual del plan se encuentra en línea en [bearrivermobility.org](http://bearrivermobility.org), o se puede conseguir una copia del plan en la oficina de BRAG de la dirección 170 N. Main en Logan. Si usted tiene algunas preguntas o comentarios relacionados con los problemas de transporte de servicios humanos en la región de Bear River por favor enviarlos antes del Lunes, 2 de Diciembre a las 5:00 PM poniéndose en contacto con Alyssa Cronin, Mobility Manager, al 435-713-1427 o por correo electrónico a [alyssac@brag.utah.gov](mailto:alyssac@brag.utah.gov).

## **APPENDIX G: BRAG BOARDS AND COUNCILS – RACIAL MAKEUP AND NON-DISCRIMINATION**

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Bear River Association of Governments (BRAG) currently has seven boards and councils that guide services and programs for various populations and groups including human services, aging, heritage, mobility, housing, and others. These boards/councils are either made up of local elected officials, or are created according to board bylaws and/or guidelines. Most boards/councils are made up of community staff, local agency leaders, or general members of the public, and are invited or appointed to best represent the interests of populations being served on those particular boards/councils. BRAG strives to encourage diversity as boards are formed and positions are filled.

Although no bylaws for these boards or councils specify requirements regarding minority membership, members are invited or appointed based on experience and interests which are applicable to those particular boards, regardless of race or ethnic background. BRAG’s boards/councils, in turn, are fairly representative of the ethnic diversity in the tri-county area. Below is a table showing the percent of current BRAG board/council members by race in 2022:

Council/Board	% MEMBERSHIP BY RACE					
	Caucasian	Hispanic	African American	Native American	Native Hawaiian or Pacific Islander	Other
Bear River Area Agency on Aging Advisory Council	93.8%	6.3%	0%	0%	0%	0%
Bear River Heritage Area Board	93%	0%	0%	0%	7%	0%
Bear River Regional Access and Mobility Council	85.7%	14.3%	0%	0%	0%	0%
Bear River Regional Homeless Council	94.3%	5.7%	0%	0%	0%	0%
Bear River Regional Human Services Board	91.7%	0%	0%	8.3%	0%	0%
Bear River Regional Housing Authority (All Elected Officials)	N/A	N/A	N/A	N/A	N/A	N/A
BRAG Governing Board (All Elected Officials)	N/A	N/A	N/A	N/A	N/A	N/A

End of Document

