



Title VI  
Nondiscrimination Plan  
Kaufman County

**Adopted October 21, 2025**

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## **Introduction**

Title VI of the Civil Rights Act of 1964 prohibits discrimination based on race, color, or national origin in any program or activity receiving federal financial assistance. Several other federal legal authorities supplement Title VI by extending protections based on age, sex, and disability. In addition, the Civil Rights Restoration Act of 1987 clarified Title VI enforcement by mandating that Title VI requirements apply to *all* programs and activities of federal-aid recipients regardless of whether any program or activity involves federal funds. Taken together, these laws require recipients and subrecipients of federal funds to ensure all programs and services are delivered to the public without discrimination.

Kaufman County, Texas, as a recipient of federal financial assistance, will ensure full compliance with Title VI of the Civil Rights Act of 1964; 49 C.F.R. Part 21 (Department of Transportation Regulations for the Implementation of Title VI of the Civil Rights Act of 1964); 49 C.F.R. Part 21; and related statutes and regulations. Kaufman County acknowledges it is subject to and will comply with Federal Highway Administration (FHWA) Title VI Assurances.

This plan explains how Kaufman County incorporates the requirements of Title VI and related legal authorities into its operations. The plan will be used as a reference for Kaufman County and an informational resource for the public. The plan will be updated to reflect changes in Title VI compliance operations every three years or when the elected official changes.

## Discrimination under Title VI

There are two types of discrimination prohibited under Title VI and its related statutes: (1) disparate treatment that alleges similarly situated persons are treated differently because of their race, color, or national origin (*i.e.*, intentional discrimination); and (2) disparate impact/effects when a facially neutral policy, procedure, or practice results in different or inferior services or benefits to members of a protected group. The focus of disparate impact is on the consequences of a decision, policy, or practice rather than the intent.

Prohibited forms of discrimination may include, but not be limited to, the following:

- The denial of services, financial aid, or other benefits provided under a program.
- Distinctions in the quality, quantity, or manner in which a benefit is provided.
- Segregation or separation of persons in any part of the program.
- Restriction in the enjoyment of any advantages, privileges, or other benefits provided to others.
- Differing standards or requirements for participation.
- Methods of administration that directly or indirectly, or through contractual relationships would defeat or impair the accomplishment of effective nondiscrimination; or
- Discrimination in any activities or services related to a highway, infrastructure or facility built or repaired in whole or in part with federal funds.

Kaufman County efforts to prevent such discrimination must address, but not be limited to, how a program or activity:

- Impacts the public;
- Provides accessibility;
- Provides equal access to benefits;

- Encourages participation;
- Provides services equitably;
- Initiates contracting and training opportunities;
- Investigates complaints;
- Allocates funding; and
- Prioritizes projects.

## **Authorities**

The authorities applicable to Kaufman County Title VI/Nondiscrimination Program include:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. §2000d et seq., 78 stat. 252), (prohibits discrimination based on race, color, national origin);
- 49 CFR Part 21 (entitled *Nondiscrimination in Federally Assisted Programs of the Department of Transportation-Effectuation of Title VI of The Civil Rights Act of 1964*);
- 23 CFR Part 200 (FHWA's Title VI/Nondiscrimination Regulation);
- 28 CFR Part 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964); and,
- Texas Administrative Code §9.4, Civil Rights – Title VI Compliance

## **Title VI Policy Statement**

It is the policy of Kaufman County 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 subjected to discrimination in any operation of Kaufman County as provided by Title VI of the Civil Rights Act of 1964 and related statutes.

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

The nondiscrimination statement signed by Kaufman County Judge, is included as **Attachment 1**.

## **Standard DOT Assurances**

The U.S. DOT requires that federal financial assistance be provided on the condition that the recipient provides an assurance that its programs and activities will be conducted in compliance with Title VI of the Civil Rights Act of 1964. The requirement is located at 49 CFR 21.7(a). To support the implementation of this requirement, the U.S. DOT provided an assurances agreement in U.S. DOT Order 1050.2A that federal fund recipients and subrecipients must sign as a condition of receiving federal financial assistance.

The assurances agreement provides specific non-discrimination language, Kaufman County, is required to include in bid solicitations or requests for proposal, contracts, and real estate agreements. Kaufman County is committed to ensuring the necessary language is used as prescribed in the assurances agreement.

In accordance with this requirement, Kaufman County, has signed the U.S. DOT Standard Title VI/Non- Discrimination Assurances. The document is attached as **Attachment 2**.

## **Organization and Staffing**

Kaufman County Judge is ultimately responsible for assuring full compliance with the provisions of Title VI of the Civil Rights Act of 1964 and related statutes and has directed that non-discrimination is required of all agency employees, contractors, and agents pursuant to 23 C.F.R. Part 200 and 49

C.F.R. Part 21.

Kaufman County has assigned Shelley Tackett, Human Resources, to perform the duties of the Title VI and ADA Coordinator and ensure implementation of the agency's Title VI program. The position of Title VI and ADA Coordinator is located within the Kaufman County Human Resources Department (**see Attachment 3, Kaufman County Organizational Chart**).

### **The Title VI Coordinator is responsible for:**

- Maintaining and updating the Title VI plan on the agency's behalf.
- Ensuring relevant agency staff receive necessary Title VI training.
- Ensuring prompt processing of Title VI complaints and referral to Texas Department of Transportation.
- Developing procedures for the collection and analysis of statistical data.
- Developing a program to conduct Title VI reviews of program areas.
- Developing Title VI information for dissemination internally and externally.

## Primary Program Area Descriptions & Review Procedures

Kaufman County engages in the following program areas:

Program Area and General Description	Title VI/Non-Discrimination Concerns and Responsibilities	Review Procedures for Ensuring Non-Discrimination
<p>Contracting:</p> <p>Develops and manages contracts and contracting opportunities, including specifications, bidding process, and contract execution.</p>	<p>Maintaining an open and fair bidding process for all contracts.</p> <p>Ensure Title VI Assurances appendices are included in contracts as specified within the assurances document.</p>	<p>Reviewing contracts for necessary Title VI language.</p> <p>Reviewing any available data on contract recipients to ensure nondiscrimination in contracting.</p> <p>Reviewing bidding procedures to ensure nondiscrimination and equal opportunity.</p>
<p>Planning:</p> <p>Short-term and long-term planning of transportation projects</p>	<p>Ensuring comprehensive public participation to ensure all stakeholders have a chance to voice their opinions.</p>	<p>Review planning decisions to ensure nondiscrimination</p>
<p>Public Engagement:</p> <p>Coordinates public engagement activities for planning and project development.</p>	<p>Providing language access as needed.</p> <p>Disseminating Title VI information to the public to ensure they are aware of their rights of discrimination.</p>	<p>Documenting language access</p>
<p>Maintenance:</p> <p>Service roadways and right of ways, including, but not limited to providing: Repair, Signage, Drainage, Snow and Ice Removal</p>	<p>Ensuring no communities are subject to a disparate lack of maintenance services based on protected class.</p>	<p>Reviewing resources provided to the community and determining whether any protected class communities have disproportionately benefited or been harmed by the delivery of maintenance services.</p>

## Data Collection and Analysis

Program Area	Type of Data Collected & Process for Collecting	Purpose for Collecting the Data
Contracting	Identifying contractors who are a: Disadvantaged Business Enterprise (DBE) Historically Underutilized Business (HUB) Small Business Enterprise (SBE)	Ensuring equal opportunity in contracting to all individuals and groups.
Planning	Reviewing data from the U.S. Census Bureau and other credible sources to determine demographic make-up of the local community.	Ensuring project impacts do not disproportionately impact any individuals or groups based on a protected class status.
Public Engagement	Reviewing data from the U.S. Census Bureau and other credible sources to determine demographic make-up of the local community.	Ensuring communications and interactions with the public sufficiently reach all local demographics.
Maintenance	Reviewing maintenance activities in the Kaufman County Precinct Commissioners' Offices.	Ensuring no communities are subject to a disparate lack of maintenance services based on a protected class.

Potential sources of data and analysis tools include:

- Census Data
- American Community Survey
- School Districts
- Field Observations

## **Title VI Complaint Procedures**

### **Scope of Title VI Complaints**

No person or groups of people shall, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by Kaufman County and its contractors on the grounds of race, color, or national origin.

The scope of Title VI covers all internal and external activities of Kaufman County.

The following types of actions are prohibited under Title VI protections (See 49 C.F.R. 21.5):

- Excluding individuals or groups from participation in programs or activities
- Denying program services or benefits to individuals or groups
- Providing a different service or benefit or providing them in a manner different from what is provided to others
- Denying an opportunity to participate as a member of a planning, advisory or similar body that is an integral part of the program
- Retaliation for making a complaint or otherwise participating in any manner in an investigation or proceeding related to Title VI of the Civil Rights Act of 1964

### **How to File a Formal Title VI Complaint**

Any person(s) or organization(s) believing they have been discriminated against based on the protected classes stated above by Kaufman County or its contractors may file a Title VI complaint.

Discrimination complaints **must be received no more than 180 days after the alleged incident** unless the time for filing is extended by the processing agency.

Complaints should be made in writing and signed and may be filed by mail, fax, in person, or e-mail. A complaint should contain the following information:

- A written explanation of the alleged discriminatory actions.

- The complainant’s contact information, including, if available: full name, postal address, phone number, and email address.
- The basis of the complaint (e.g., race, color, national origin, etc.).
- The names of specific people and respondents (e.g., agencies/organizations) alleged to have discriminated.
- 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
- The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is on- going.

Complainants are encouraged to submit complaints directly to the Texas Department of Transportation (TxDOT).

Complaints can also be filed by completing and submitting Kaufman County Title VI Complaint Form available at [www.kaufmancounty.net](http://www.kaufmancounty.net) or by sending an email or letter with the necessary information to:

**Shelley Tackett, Title VI Coordinator**

Kaufman County Human Resources  
 100 N. Washington Street  
 Kaufman, TX 75142

Email: [shelley.tackett@kaufmancounty.net](mailto:shelley.tackett@kaufmancounty.net) Phone: 469-376-4547

Complaints can also be filed directly with the following agencies:

**Federal Highway Administration (FHWA)**

U.S. Department of Transportation Office of Civil Rights  
 HCR-20, Room E81-320  
 1200 New Jersey Avenue, SE  
 Washington, DC 20590

**Email:** [CivilRights.FHWA@dot.gov](mailto:CivilRights.FHWA@dot.gov)

**Texas Department of Transportation**

Civil Rights Division  
 Attn: Title VI Program Manager  
 125 E. 11th Street  
 Austin, Texas 78701

**Federal Highway Administration**

Texas Division  
 Attn: Civil Rights Specialist  
 300 E. 8<sup>th</sup> Street  
 Austin, TX 78701

After submitting a complaint, the complainant will receive correspondence informing them of the status of the complaint within ten (10) business days from Kaufman County or other agency receiving the complaint.

FHWA HCR is responsible for all determinations regarding whether to accept, dismiss, or transfer Title VI complaints. There are four potential outcomes for processing complaints:

- **Accept:** if a complaint is timely filed, contains sufficient information to support a claim under Title VI, and concerns matters under the FHWA's jurisdiction, then HCR will send to the complainant, the respondent agency, and the FHWA Texas Division Office a written notice that it has accepted the complaint for investigation.
- **Preliminary review:** if it is unclear whether the complaint allegations are sufficient to support a claim under Title VI, then HCR may (1) dismiss it or (2) engage in a preliminary review to acquire additional information from the complainant and/or respondent before deciding whether to accept, dismiss, or refer the complaint.
- **Procedural Dismissal:** if a complaint is not timely filed, is not in writing and signed, or features other procedural/practical defects, then HCR will send the complainant, respondent, and FHWA Texas Division Office a written notice that it is dismissing the complaint.
- **Referral\Dismissal:** if the complaint is procedurally sufficient but FHWA (1) lacks jurisdiction over the subject matter or (2) lacks jurisdiction over the respondent entity, then HCR will either dismiss the complaint or refer it to another agency that does have jurisdiction. If HCR dismisses the complaint, it will send the complainant, respondent, and FHWA Division Office a copy of the written dismissal notice. For referrals, FHWA will send a written referral notice with a copy of the complaint to the proper Federal agency and a copy to the USDOT Departmental Office of Civil Rights.

Complaints are not investigated by *Kaufman County*. FHWA HCR is responsible for investigating all complaints. FHWA HCR may also delegate the investigation to TxDOT OCR, who would then conduct all data requests, interviews, and analysis and create a Report of Investigation (ROI). TxDOT OCR will have sixty (60) business days from the date the investigation is delegated to prepare the ROI and send it to HCR. HCR will review the ROI and compose a Letter of Finding based on the ROI.

For further information about the FHWA investigation process and potential complaint outcomes, please visit the [Questions and Answers for Complaints Alleging Violations of Title VI of the Civil Rights Act of 1964.](#)

## **Complaint Log**

Kaufman County maintains a complaint log to document all activity related to the complaint. Information captured includes:

- Complainant's name, and if provided, race, color, and national origin.
- Respondent's name.
- Basis(es) of the discrimination complaint.
- Allegation(s)/Issue(s) surrounding the discrimination complaint.
- Date the discrimination complaint was filed.
- Date the investigation was complete.
- Disposition.
- Disposition date; and
- Other pertinent information.

## **Notice of Rights**

In accordance with 23 CFR 200.9(a)(12), Kaufman County is required to develop Title VI information for dissemination to the general public and, where appropriate, in languages other than English. Notice of Kaufman County Title VI policies and procedures is available from Kaufman County Human Resources and [kaufmancounty.net](http://kaufmancounty.net).

## **Notification to Beneficiaries**

Kaufman County website is continuously updated to ensure Title VI information is readily accessible to the public. The website informs the public of their rights under Title VI and provides information on how to file a complaint. Title VI information available on kaufmancountytexas.net includes:

- Kaufman County Title VI/Nondiscrimination Plan
  
- Title VI Nondiscrimination Agreement
  
- Title VI and Related Statutes Nondiscrimination Statement (English and Spanish)
  
- Title VI Nondiscrimination Assurances
  
- Title VI Poster

## **Public Involvement**

It is the goal of Kaufman County to provide continuous, effective and transparent access to all stakeholders. Kaufman County strives to inform all stakeholders about proposed plans and projects and seeks input when appropriate. Kaufman County utilizes the following methods to communicate information regarding upcoming activities and opportunities for public and stakeholder participation in the planning process:

- *NEWSLETTER/MAILINGS*
  
- *EMAIL BLASTS*
  
- *ONLINE ENGAGEMENT PLATFORMS*
  
- *MEDIA RELEASES*
  
- *VISUALIZATION PRESENTATIONS/TECHNIQUES*
  
- *LOCAL COMMUNITY PUBLIC MEETINGS*

Traditionally underserved communities can find it more difficult to engage with decision making entities due to scheduling conflicts, lack of transportation to public involvement events, language barriers, lack of childcare, etc. Genuine public involvement takes place at all levels and so Kaufman County aims to identify communities that may be affected by a project in order to plan appropriately and effectively for the potentially impacted groups. Sources of data used were listed above in the Data Gathering section. Kaufman County specifically uses the following sources to identify minority and populations with limited English proficiency.

- *US CENSUS TABLE P9 – HISPANIC OR LATINO AND NOT HISPANIC OR LATINO BY RACE*
- *ACS TABLE B16001 – LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER*

Kaufman County will use the following techniques to ensure that all members of the community have the opportunity to participate in the decision-making process:

- *PROVIDING VIRTUAL OPTIONS*
- *TRANSLATING DOCUMENTS INTO LANGUAGES OTHER THAN ENGLISH*

## **Language Assistance and Limited English Proficiency**

Individuals with Limited English Proficiency (LEP) are those who do not speak English as their primary language and have a limited ability to read, write, speak, or understand English as a result of their national origin. Under Title VI, these individuals may be entitled to language assistance with respect to a particular type of service, benefit, or encounter. Per USDOT LEP guidance, as outlined on [FHWA's\) Civil Rights website, \(https://highways.dot.gov/civil-rights\)](https://highways.dot.gov/civil-rights) recipients of federal funds are required to take reasonable steps to ensure meaningful access to their programs and activities by LEP persons. Completing a four-factor analysis to determine the need for language assistance for LEP patrons using the four factors show below provides for a flexible and fact-dependent standard for determining when translation services/assistance may be needed.

**Factor 1)** Number or proportion of LEP persons eligible to be served or likely to be encountered by the program: The greater the number or proportion of LEP persons served or encountered, the more likely language services are needed. For the assessment to be

accurate it must also include all communities that are eligible for services or are likely directly affected by the district's programs or activities, not only those that live next to a project.

**Factor 2)** Frequency with which LEP individuals come in contact with the program: Consider how frequently encounters with LEP individuals may occur. Encounters with LEP individuals are documented by the district Title VI liaison in quarterly reports to the Civil Rights Division. Additionally, consider events or work projects in the next year, which may increase the frequency with which LEP encounters may occur.

**Factor 3)** Nature and importance of the program, activity, or service provided by the program to people's lives: Some consideration should be given to TxDOT policies, programs, events and projects planned for the next year but generally the nature and importance of LEP encounters should be considered on a project-by-project basis.

**Factor 4)** Resources available to the grantee/recipient or agency, and costs: TxDOT has both internal and external resources available to assist with translation and interpretation services.

Please see the America Community Survey link below for Kaufman County Data 2023:

- Kaufman County, Texas C16001 - Census Bureau Tables
- (<https://data.census.gov/table?q=Kaufman%2BCounty%2C%2BTexas%2BC16001>)

A meaningful four-factor analysis can only occur on a project-by-project basis. When preparing to publish a document, launch a campaign, hold a public meeting, etc., a focused four-factor analysis should be conducted to determine what type of language assistance is needed.

Specifically, as it relates to the County's Title VI Plan, data collection shows that only one language, Spanish, meets the criteria calling for translation of vital documents. Based on this analysis, Kaufman County designates the Title VI Policy Statement, Title VIX Complaint form, and Title VI Complaint Procedures as vital documents. Spanish translations of these documents are included in this plan as attachments.

The county will also make efforts to collect data regarding the frequency and nature of encounters with LEP individuals. Data will be reviewed on an annual basis by Title VI Coordinator and staff responsible for maintenance and update of the Title VI Plan.

The need to evaluate the equitable access and impact of county services is an ongoing process and may produce different results based on specific services and location of services provided. This aspect of service provision will be a component of county-wide training so all department heads and coordinators of various services will be able to appropriately evaluate the impact on LEP populations and make needed provisions.

Various departments employ individuals who are bilingual (English/Spanish) and who can assist with translation services. Online translation services are also utilized when needed/appropriate. Professional translators/interpreters can be utilized if appropriate.

## Training

Kaufman County will ensure that its staff understand Title VI of the Civil Rights Act of 1964 and how it may apply to their work. The following options are available for providing training:

- Attendance at any available Title VI trainings provided by the Texas Department of Transportation, U.S. Department of Transportation or its applicable operating administrations, or the U.S. Department of Justice.
- Viewing the video Title VI at TxDOT produced by TxDOT. This training provides a general Title VI overview as well as TxDOT specific information.  
(<https://www.youtube.com/watch?v=T1yWTnqH8sY>)
- Viewing the video Understanding and Abiding by Title VI of the Civil Rights Act of 1964 produced by the U.S. Department of Justice.  
(<https://www.bing.com/videos/riverview/relatedvideo?q=US+DOJ+video+understanding+and+abiding+by+title+vi+of+the+civil+rights+act+of+1964&mid=BD4465FCD8FCC5FB9DABDA4465FCD8FCC5FB9DA&FORM=VIRE&ajaxhist=0&ajaxserp=0>)

Kaufman County will maintain records indicating that staff have received sufficient training on a periodic basis.

# Attachments

Attachment 1 - Title/VI Nondiscrimination Statement (English/ Spanish)

Attachment 2- Assurances

Attachment 3- Kaufman County Organizational Chart

Attachment 4- Contractor Provisions/ Appendices

- Appendix A
- Appendix B
- Appendix C
- Appendix D
- Appendix E

Attachment 5- Title VI/ Discrimination Complaint Form (English/Spanish)

Attachment 6 – Title VI Complaint Procedure (English/Spanish)

Attachment 7 – Data Collection



## Kaufman County

### Title VI/Nondiscrimination Policy Statement

Kaufman County, Texas, as a recipient of federal financial assistance and under Title VI of the Civil Rights Act of 1964 and related statutes, ensures that no person shall on the grounds of race, color, national origin, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any Kaufman County programs or activities.

\_\_\_\_\_ 

**Jackie** Allen, Kaufman County Judge

7/1/25

Date



# Condado de Kaufman

## Título VI / Declaración de política de no discriminación

El condado de Kaufman, Texas, como receptor de asistencia financiera federal y bajo el Título VI de la Ley de Derechos Civiles de 1964 y estatutos relacionados, garantiza que ninguna persona por motivos de raza, color, origen nacional, sea excluida de la participación, se le nieguen los beneficios o sea objeto de discriminación en cualquier programa o actividad del condado de Kaufman.

A handwritten signature in blue ink, appearing to read "Jackie Allen", is written over a horizontal line.

Jakie Allen, juez del condado de Kaufman

A handwritten date "7/1/25" in blue ink is written over a horizontal line.

Fecha

# Assurances

The Kaufman County (herein referred to as the "Recipient"), HEREBY

AGREES THAT, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through the Federal Highway Administration (FHWA), is subject to and will comply with the following:

## **Statutory/Regulatory Authorities**

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.P.R. Part 21 (entitled Non-discrimination in Federally Assisted Programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964);
- 28 C.P.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

## **General Assurances**

In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Recipient hereby gives assurance that it will promptly take any measures necessary to ensure that:

*"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity," for which the Recipient receives Federal financial assistance from U.S. DOT, including the Federal Highway Administration.*

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Nondiscrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these non-discrimination statutes and requirements to include all programs and activities of the Recipient, so long as any portion of the program is Federally assisted.

### **Specific Assurances**

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its Federally assisted U.S. DOT programs:

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23(b) and 21.23(e) or 49 C.P.R § 21 will be (with regard to an "activity") facilitated, or will be (with regard to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.
2. The Recipient will insert the following notification in all solicitations for bids, Requests for Proposals for work, or material subject to the Acts and the Regulations made in connection with all Department of Transportation Programs and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

*"Kaufman County, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, 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."*

3. The Recipient will insert the clauses of Appendix A and Appendix E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.
7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:
  - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
  - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods.
  - a. the period during which the property is used for a purpose for which the Federal financial

assistance is extended, or for another purpose involving the provision of similar services or benefits; or

b. the period during which the Recipient retains ownership or possession of the property.

9. The Recipient will provide for such methods of administration for the programs as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this assurance, the Recipient also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the U.S. DOT access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by the U.S. DOT. You must keep records, reports, and submit the material for review upon request to U.S. DOT, or its designee in a timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

The Recipient gives this assurance in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. DOT under all

Department of Transportation Programs. This assurance is binding on **Texas**, other recipients, subrecipients, sub-grantees, contractors, subcontractors and their subcontractors, transferees, successors in interest, and any other participants in all Department of Transportation programs. The person(s) signing below is/are authorized to sign this assurance on behalf of the Recipient.

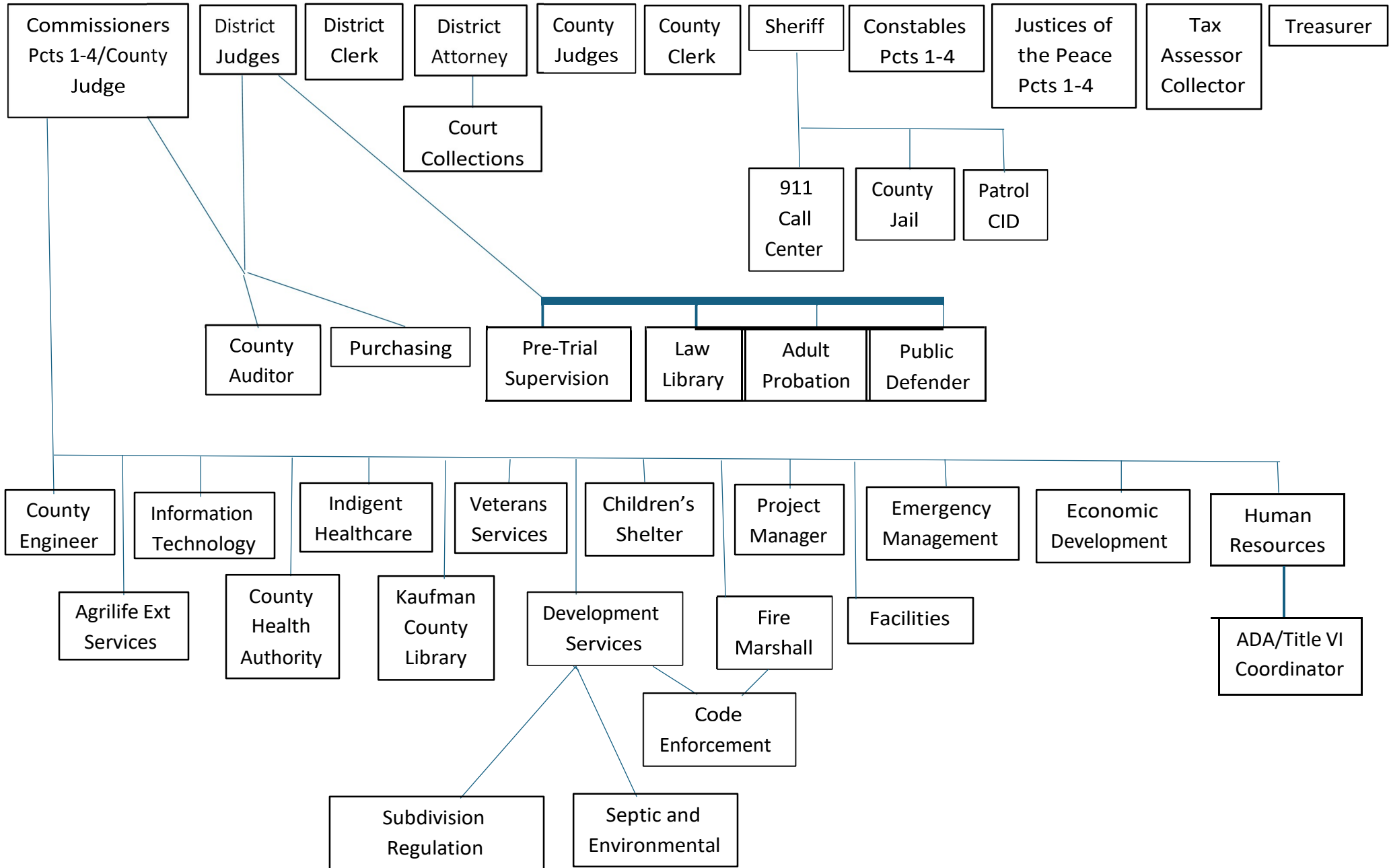
County Judge  
Title of Recipient

  
Signature of Authorized Official

8/7/25  
Date

# Attachment 3

## Kaufman County Organizational Chart



# Contractor Provisions Appendix A

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees as follows:

1. Compliance with Regulations: The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to non-discrimination in Federally assisted programs of the U.S. Department of Transportation, the FHWA, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. Non-discrimination: The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.
3. Solicitations for Subcontracts, Including Procurements of Materials and Equipment: In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to nondiscrimination on the grounds of race, color, or national origin.
4. Information and Reports: The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or FHWA to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of

another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or FHWA, as appropriate, and will set forth what efforts it has made to obtain the information.

5. Sanctions for Noncompliance: In the event of a contractor's noncompliance with the Nondiscrimination provisions of this contract, the Recipient will impose such contract sanctions as it or FHWA may determine to be appropriate, including, but not limited to:
  - a. withholding payments to the contractor under the contract until the contractor complies, and/or
  - b. cancelling, terminating, or suspending a contract, in whole or in part.
6. Incorporation of Provisions: The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or FHWA may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

# Contractor Provisions

## Appendix B

### Clauses for Deeds Transferring United States Property

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance 4:

*NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the Kaufman County will accept title to the lands and maintain the project constructed thereon in accordance with all applicable federal statutes, the Regulations for the Administration of all DOT programs, and the policies and procedures prescribed by FHWA of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto Kaufman County the all the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part hereof.*

#### *(HABENDUM CLAUSE)*

*TO HAVE AND TO HOLD said lands and interests therein unto Kaufman County and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on Kaufman County and successors and assigns.*

\*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.

*Kaufman County, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]\* (2) that Kaufman County will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended [, and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].\**

*\*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.*

**Contractor Provisions**  
**Appendix C**  
**Clauses for Transfer or Real Property Acquired or Improved Under**  
**the Activity, Facility, or Program**

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the Recipient pursuant to the provisions of Assurance 7(a):

A. *The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that:*

1. *In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.*

B. *With respect to licenses, leases, permits, etc., in the event of breach of any of the above Non-discrimination covenants, Kaufman County will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.\**

C. *With respect to a deed, in the event of breach of any of the above Non-discrimination covenants, Kaufman County will have the right to enter or re-enter the lands and*

\*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.

*facilities thereon, and the above-described lands and facilities will there upon revert to and vest in and become the absolute property of Kaufman County and its assigns\*.*

\*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.

**Contractor Provisions**  
**Appendix D**  
**Clauses for Construction/Use/Access to Real Property Acquired**  
**under the Activity, Facility, or Program**

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by the Recipient pursuant to the provisions of Assurance 7(b):

- A. *The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, "as a covenant running with the land") that ( 1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.*
- B. *With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Nondiscrimination covenants, Kaufman County will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.*
- C. *With respect to deeds, in the event of breach of any of the above non-discrimination covenants, Kaufman County will there upon revert to and vest in and become the absolute property of Kaufman County and its assigns.\**

\*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.

# Contractor Provisions

## Appendix E

*During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees to comply with the following nondiscrimination statutes and authorities, including but not limited to:*

### *Pertinent Non-Discrimination Authorities:*

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.*
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601 ), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);*
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);*
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;*
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);*
- Airport and Airway Improvement Act of 1982, (49 USC§ 4 71, Section 4 7123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);*
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);*

- *Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.P.R. parts 37 and 38;*
- *The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);*
- *Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).*

# Title VI Complaint Form

Please submit completed form to:

Kaufman County Human Resources Department  
 Attention: Shelley Tackett  
 Title VI Coordinator  
 100 North Washington Street, Kaufman, Tx 75142  
 469-376-4547

Last Name: ..... First Name: .....

Mailing Address: .....

City: ..... State: ..... Zip Code: .....

Main Phone Number: ..... Alternative Phone Number: .....

Email Address: .....

Please indicate the basis of your complaint:

- Race \_\_\_\_\_
- National Origin \_\_\_\_\_
- Color \_\_\_\_\_
- Other Class \_\_\_\_\_

Date and place of alleged discriminatory action(s). Please include the earliest date of discrimination and the most recent date of discrimination.

How were you discriminated against? Describe the nature of the action, decision, or conditions of the alleged discrimination. Explain as clearly as possible what happened and why you believe your protected status (basis) was a factor in the discrimination. Include how other persons were treated differently from you. (Attach additional pages, if necessary).

The law prohibits intimidation or retaliation against anyone because he/she has either taken action, or participated in action, to secure rights protected by these laws. If you feel that you have been retaliated against, separate from the discrimination alleged above, please explain the circumstances below. Explain what action you took which you believe was the cause for the alleged retaliation.

Names of individuals responsible for the discriminatory action(s):

Names of persons (witnesses, fellow employees, supervisors, or others) whom we may contact for additional information to support or clarify your complaint (attach additional pages, if necessary):

	Name	Address	Telephone
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____

Have you filed, or intend to file, a complaint regarding the matter raised with any of the following?

If yes, please provide the filing dates. Check all that apply.

- |   |                   |
|---|-------------------|
| <input type="checkbox"/> U.S. Department of Transportation              | Date Filed: _____ |
| <input type="checkbox"/> Federal Highway Administration                 | Date Filed: _____ |
| <input type="checkbox"/> Federal Transit Administration                 | Date Filed: _____ |
| <input type="checkbox"/> Office of Federal Contract Compliance Programs | Date Filed: _____ |
| <input type="checkbox"/> Texas Department of Transportation             | Date Filed: _____ |
| <input type="checkbox"/> U.S. Equal Employment Opportunity Commission   | Date Filed: _____ |
| <input type="checkbox"/> U.S. Department of Justice                     | Date Filed: _____ |
| <input type="checkbox"/> Other:   | Date Filed: _____ |

Have you discussed the complaint with any DOT representative?

- |   |                   |
|---|-------------------|
| <input type="checkbox"/> U.S. Department of Transportation              | Date Filed: _____ |
| <input type="checkbox"/> Federal Highway Administration                 | Date Filed: _____ |
| <input type="checkbox"/> Federal Transit Administration                 | Date Filed: _____ |
| <input type="checkbox"/> Office of Federal Contract Compliance Programs | Date Filed: _____ |
| <input type="checkbox"/> Texas Department of Transportation             | Date Filed: _____ |
| <input type="checkbox"/> U.S. Equal Employment Opportunity Commission   | Date Filed: _____ |
| <input type="checkbox"/> U.S. Department of Justice                     | Date Filed: _____ |
| <input type="checkbox"/> Other:   | Date Filed: _____ |

If yes, provide the name, position, and date of discussion.

Briefly explain what remedy, or action, you are seeking for the alleged discrimination.

Please provide any additional information and/or photographs, if applicable, that you believe will assist with an investigation.

We cannot accept an unsigned complaint. Please sign and date the complaint form below.

\_\_\_\_\_  
Complainant's Signature

\_\_\_\_\_  
Date

Formulario de queja del Titula VI

Departamento de Recursos Humanos del Condado de Kaufman
Atención: Shelley Tackett
Coordinador del Título VI
100 North Washington Street, Kaufman Texas 75142

Apellido: \_\_\_\_\_ Nombre: \_\_\_\_\_

Dirección postal: \_\_\_\_\_

Ciudad \_\_\_\_\_ Estado: \_\_\_\_\_ Código \_\_\_\_\_

Número de teléfono \_\_\_\_\_ Número de teléfono alternativo: \_\_\_\_\_

Dirección de correo \_\_\_\_\_

Por favor, indique el fundamento de su reclamación:

[ ] Raza \_\_\_\_\_ [ ] Origen nacional \_\_\_\_\_

[ ] Color \_\_\_\_\_ [ ] Otra clase \_\_\_\_\_

Fecha y lugar de la(s) presunta(s) acción(es) discriminatoria(s). Incluya la fecha más temprana de discriminación y la fecha más reciente de discriminación.

[Empty text box for date and location of discrimination]

¿Cómo te discriminaron? Describa la naturaleza de la acción, decisión o condiciones de la presunta discriminación. Explique lo más claramente posible lo que sucedió y por qué cree que su estado protegido (base) fue un factor en la discriminación. Incluya cómo otras personas fueron tratadas de manera diferente a usted. (Adjunte páginas adicionales, si es necesario).

[Empty text box for description of discrimination]

La ley prohíbe la intimidación o las represalias contra cualquier persona porque haya tomado medidas o participado en acciones para garantizar los derechos protegidos por estas leyes. Si cree que ha sido objeto de represalias, independientemente de la discriminación alegada anteriormente, explique las circunstancias a continuación. Explique qué acción tomó que cree que fue la causa de la supuesta represalia.

[Empty text box for retaliation details]

Nombres de las personas responsables de la(s) acción(es) discriminatoria(s):

[Empty text box for names of responsible persons]

Nombres de personas (testigos, compañeros de trabajo, supervisores u otros) con quienes podemos comunicarnos para obtener información adicional para respaldar o aclarar su queja (adjunte páginas adicionales, si es necesario):

	Nombre	Dirección	Teléfono
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____

¿Ha presentado, o tiene la intención de presentar, una queja con respecto al asunto planteado con alguno de los siguientes?

En caso afirmativo, proporcione las fechas de presentación. Marque todo lo que corresponda.

- Departamento de Transporte de EE. UU. Fecha de presentación: \_\_\_\_\_
- Administración Federal de Carreteras Fecha de presentación: \_\_\_\_\_
- Administración Federal de Tránsito Fecha de presentación: \_\_\_\_\_
- Oficina de Programas de Cumplimiento de Contratos Federales Fecha de presentación: \_\_\_\_\_
- Departamento de Transporte de Texas Fecha de presentación: \_\_\_\_\_
- Comisión de Igualdad de Oportunidades en el Empleo de EE. UU. Fecha de presentación: \_\_\_\_\_
- Departamento de Justicia de EE. UU. Fecha de presentación: \_\_\_\_\_
- Otro: Fecha de presentación: \_\_\_\_\_

¿Ha discutido la queja con algún representante del DOT?

- Departamento de Transporte de EE. UU. Fecha de presentación: \_\_\_\_\_
- Administración Federal de Carreteras Fecha de presentación: \_\_\_\_\_
- Administración Federal de Tránsito Fecha de presentación: \_\_\_\_\_
- Oficina de Programas de Cumplimiento de Contratos Federales Fecha de presentación: \_\_\_\_\_
- Departamento de Transporte de Texas Fecha de presentación: \_\_\_\_\_
- Comisión de Igualdad de Oportunidades en el Empleo de EE. UU. Fecha de presentación: \_\_\_\_\_
- Departamento de Justicia de EE. UU. Fecha de presentación: \_\_\_\_\_
- Otro: Fecha de presentación: \_\_\_\_\_

En caso afirmativo, proporcione el nombre, la posición y la fecha de la

Explique brevemente qué remedio o acción está buscando para la supuesta discriminación.

Proporcione cualquier información adicional y/o fotografías, si corresponde, que crea que ayudarán con una investigación.

No podemos aceptar una queja sin firmar. Firme y feche el formulario de queja a continuación.

\_\_\_\_\_  
Firma del Demandante

\_\_\_\_\_  
Fecha

# Title VI Complaint Procedure

The following procedures cover complaints filed under Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987. Any person who believes they, or any specific class of persons, to be subjected to prohibited discrimination based on race, color or national origin may file a written complaint individually or through a representative. A complaint must be filed no later than 180 days after the date of the alleged discrimination, unless the discrimination is ongoing, or the time for filing is extended by the FHWA. Complaints related to the Federal-aid highway program may be filed with TxDOT, FHWA Division Office, the FHWA Headquarters Office of Civil Rights (HCR), the USDOT Departmental Office of Civil Rights, or the USDOJ. Kaufman County will ensure that all complaints are sent to the appropriate authority for disposition.

Complaints alleging violations of Title VI by subrecipients may be filed in writing directly with the following local, state and federal agencies:

Kaufman County  
Attn: Title VI Coordinator  
Shelley Tackett  
100 North Washington Street  
Kaufman, Texas 75142

Additionally, complaints filed against the subrecipient may also be filed with TxDOT or FHWA at:

Texas Department of Transportation  
Civil Rights Division  
Attn: Title VI Program Administrator  
125 E. 11th Street  
Austin, TX 78701

Federal Highway Administration – Texas Division  
Attn: Civil Rights Specialist  
300 E. 8th St.  
Austin, TX 78701

Federal Highway Administration  
Office of Civil Rights  
HCR-20, Room E81-320  
1200 New Jersey Avenue, SE  
Washington, DC 20590

Complaint and investigation files are confidential. The contents of such files will only be disclosed to

appropriate Kaufman County personnel, state and federal authorities in accordance with Federal and State laws. Kaufman County will retain files in accordance with records retention schedules and all Federal guidelines.

## Procedimiento de quejas del Título VI

Los siguientes procedimientos cubren las quejas presentadas bajo el Título VI de la Ley de Derechos Civiles de 1964 y la Ley de Restauración de los Derechos Civiles de 1987. Cualquier persona que crea que ella, o cualquier clase específica de personas, está sujeta a discriminación prohibida por motivos de raza, color u origen nacional puede presentar una queja por escrito individualmente o a través de un representante. Una queja debe presentarse a más tardar 180 días después de la fecha de la presunta discriminación, a menos que la discriminación esté en curso, o el tiempo para la presentación sea extendido por el FHWA. Las quejas relacionadas con el programa de carreteras de ayuda federal se pueden presentar ante TxDOT, División FHWA, la Oficina de Derechos Civiles de la Sede de la FHWA (HCR), la Oficina Departamental de Derechos Civiles del USDOT o el USDOJ. El condado de Kaufman se asegurará de que todas las quejas se envíen a la autoridad correspondiente para su disposición.

Las quejas que aleguen violaciones del Título VI por parte de los subreceptores pueden presentarse por escrito directamente ante las siguientes agencias locales, estatales y federales:

Condado de Kaufman  
A la atención de: Coordinador del Título VI  
Shelley Tackett  
100 Calle Norte de Washington  
Kaufman, Texas 75142

Además, las quejas presentadas contra el subreceptor también se pueden presentar ante TxDOT o FHWA en:

Departamento de Transporte de Texas  
A la atención de: Administrador del programa del Título VI  
125 E. Calle 11  
Austin, TX 78701

Administración Federal de Carreteras  
División de Derechos Civiles de Texas  
A la atención de: Especialista en derechos civiles  
300 E. 8th St.  
Austin, TX 78701

Administración Federal de Carreteras Oficina de Derechos Civiles  
HCR-20, oficina E81-320  
1200 Avenida Nueva Jersey, SE  
Washington, DC 20590

Los archivos de quejas e investigaciones son confidenciales. El contenido de dichos archivos solo se divulgará a personal apropiado del condado de Kaufman, autoridades estatales y federales de acuerdo con las leyes federales y estatales. El condado de Kaufman conservará los archivos de acuerdo con los cronogramas de retención de registros y todas las pautas federales.

# Data Collection

Kaufman County has 780.7 square miles of land area and is the 203<sup>rd</sup> largest county in Texas by total area. It is bordered by Henderson, Van Zandt, Hunt, Ellis, Dallas and Rockwall counties.

### Population and People

Total Population  
**145,310**  
*PF | 2020 Decennial Census*

### Education

Bachelor's Degree or Higher  
**24.7%**  
*S1501 | 2024 American Community Survey 1-Year Estimates*

### Housing

Total Housing Units  
**56,826**  
*B25002 | 2024 American Community Survey 1-Year Estimates*

### Business and Economy

Total Employer Establishments  
**2,500**  
*CE2500CEP | 2023 Economic Surveys Business Patterns*

### Race and Ethnicity

Hispanic or Latino (of any race)  
**36,165**  
*P9 | 2020 Decennial Census*

### Income and Poverty

Median Household Income  
**\$89,860**  
*S1901 | 2024 American Community Survey 1-Year Estimates*

### Employment

Employment Rate  
**64.1%**  
*DPC2 | 2024 American Community Survey 1-Year Estimates*

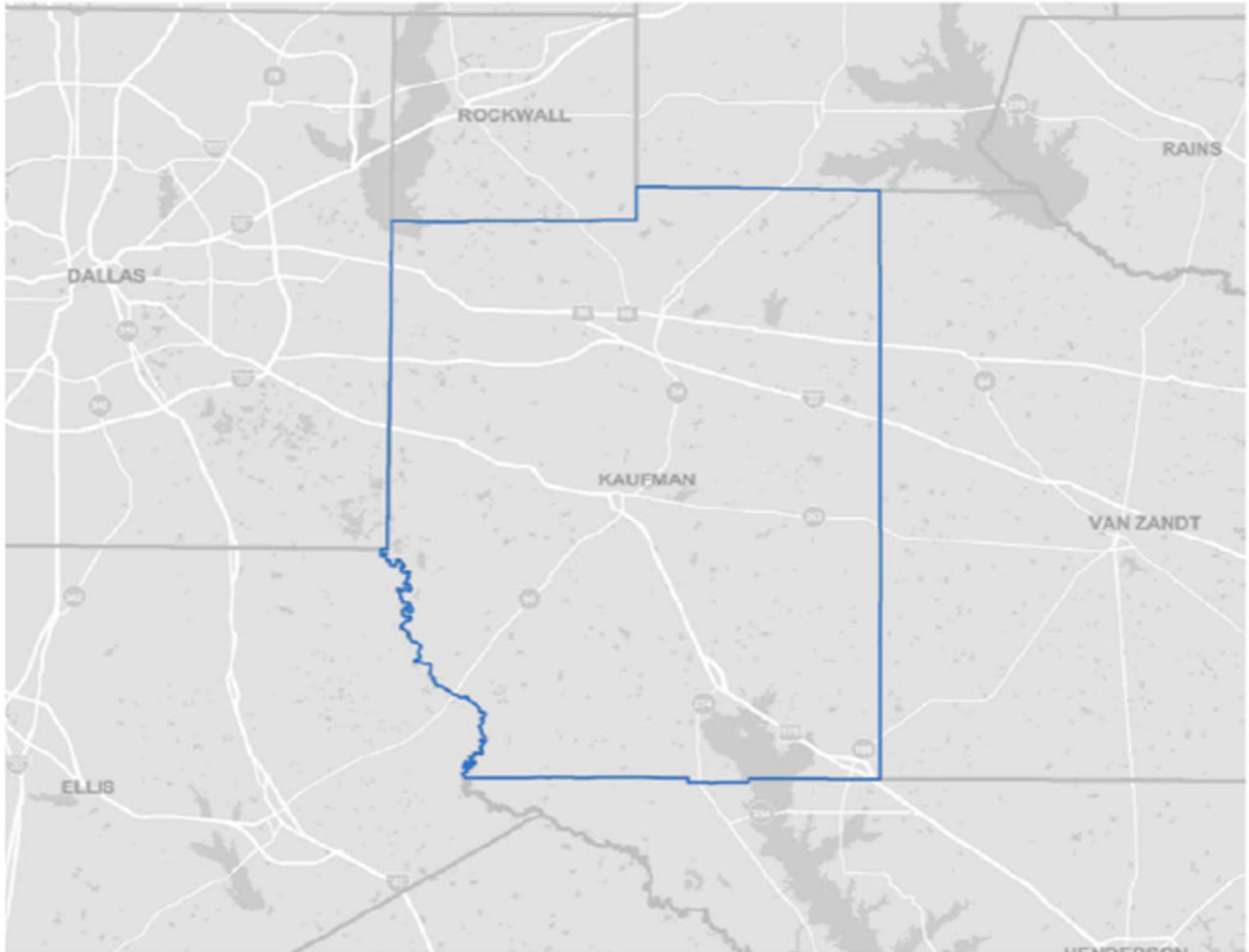
### Health

Without Health Care Coverage  
**17.6%**  
*S2701 | 2024 American Community Survey 1-Year Estimates*

### Families and Living Arrangements

Total Households  
**52,247**  
*DPC2 | 2024 American Community Survey 1-Year Estimates*

## Kaufman County, Texas Reference Map



Source: U.S. Census Bureau

# Populations and People

## Age and Sex

**33.3** ± 0.4

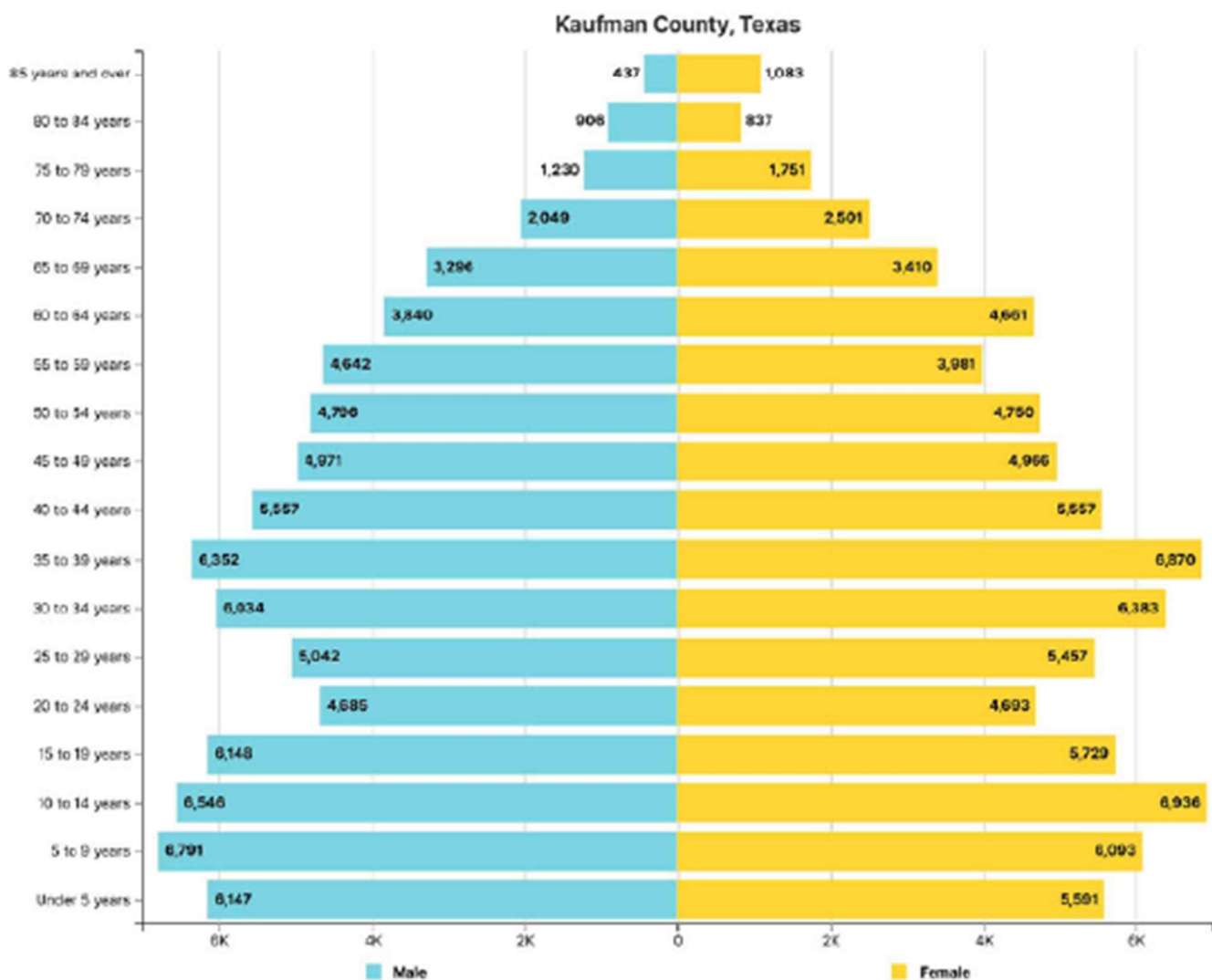
Median Age in Kaufman County, Texas

**35.9** ± 0.1

Median Age in Texas

S0101 | 2024 American Community Survey 1-Year Estimates

## Population Pyramid: Population by Age and Sex in Kaufman County, Texas



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S0101 | 2023 ACS 5-Year Estimates Subject Tables

## Language Spoken at Home

**21.0%** ± 2.3%

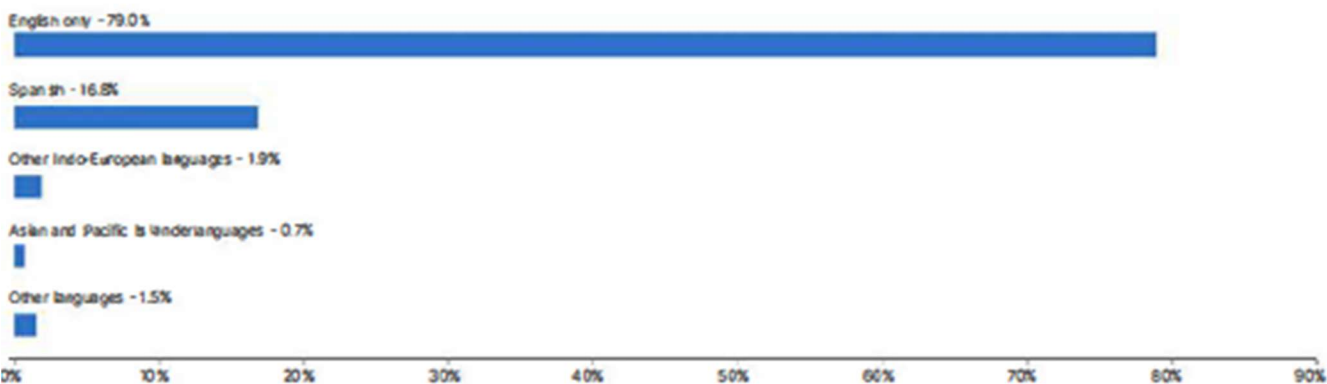
Language Other Than English Spoken at Home in Kaufman County, Texas

**35.7%** ± 0.2%

Language Other Than English Spoken at Home in Texas

S1601 | 2024 American Community Survey 1-Year Estimates

### Types of Language Spoken at Home in Kaufman County, Texas



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S1801 | 2024 American Community Survey 1-Year Estimates

### Native and Foreign-Born

**9.7%** ± 1.6%

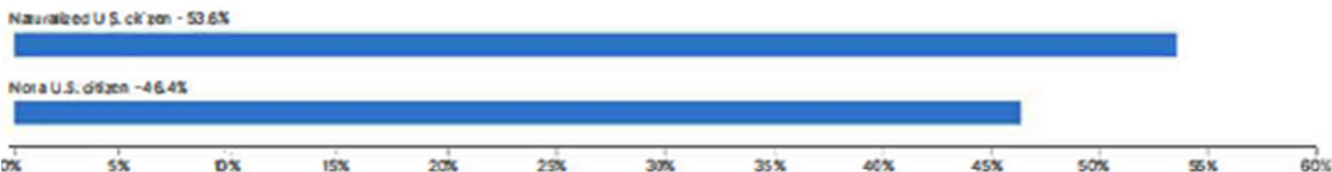
Foreign-born population in Kaufman County, Texas

**18.4%** ± 0.2%

Foreign-born population in Texas

DP02 | 2024 American Community Survey 1-Year Estimates

### Foreign-Born Population in Kaufman County, Texas



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DP02 | 2024 American Community Survey 1-Year Estimates

### Older Population

**10.7%** ± 0.3%

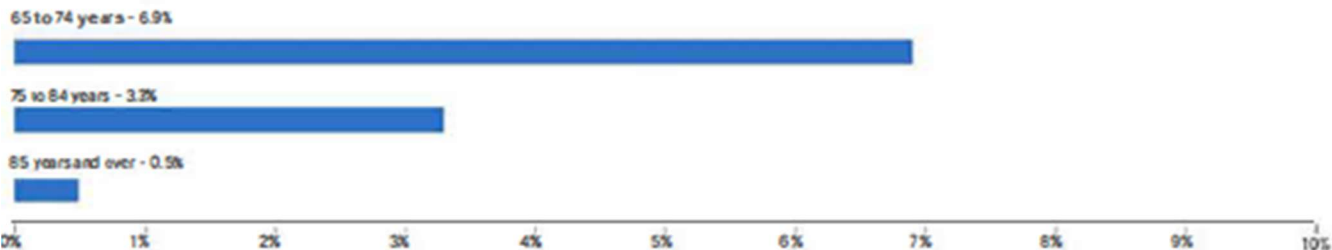
65 Years and Older in Kaufman County, Texas

**14.0%** ± 0.1%

65 Years and Older in Texas

DP05 | 2024 American Community Survey 1-Year Estimates

### Older Population by Age in Kaufman County, Texas



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DP05 | 2024 American Community Survey 1-Year Estimates

## Residential Mobility

**3.5%** ± 1.7%

Moved From a Different State in the Last Year in Kaufman County, Texas

**1.8%** ± 0.1%

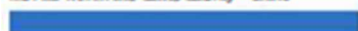
Moved From a Different State in the Last Year in Texas

S2701 | 2024 American Community Survey 1-Year Estimates

### Residential Mobility in the Last Year

in Kaufman County, Texas

Moved within the same county - 2.8%



Moved from different county, same state - 9.0%



Moved from a different state - 3.5%



Moved from abroad - 0.2%



0% 1% 2% 3% 4% 5% 6% 7% 8% 9% 10% 11%

Display Margin of Error

S2701 | 2024 American Community Survey 1-Year Estimates

## Veterans

**6.6%** ± 1.0%

Veterans in Kaufman County, Texas

**6.0%** ± 0.1%

Veterans in Texas

S2101 | 2024 American Community Survey 1-Year Estimates

### Veterans by Sex

in Kaufman County, Texas

Male - 82.6%



Female - 17.4%

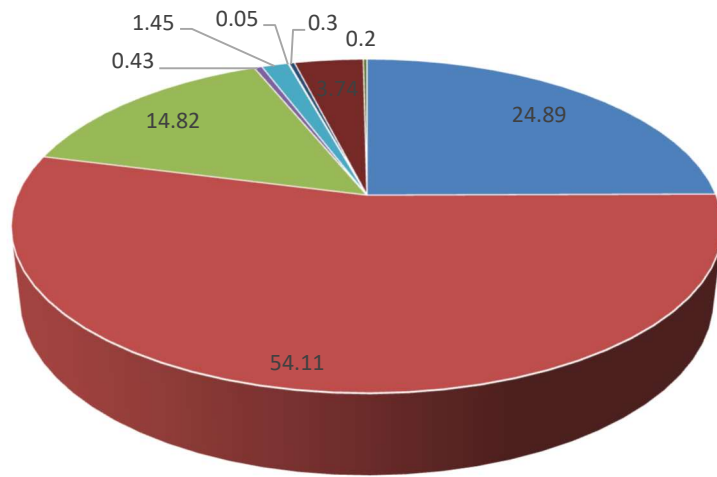


0% 10% 20% 30% 40% 50% 60% 70% 80% 90%

Display Margin of Error

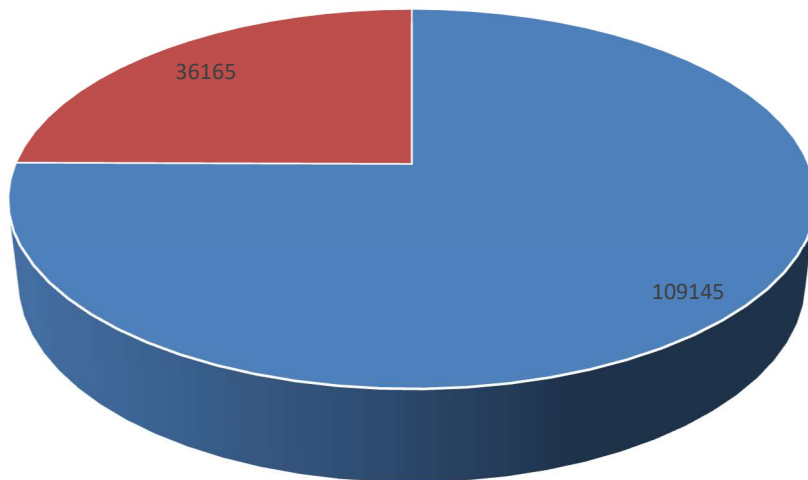
S2101 | 2024 American Community Survey 1-Year Estimates

### Kaufman County Racial Makeup



- Hispanic or Latino - 24.89%
- Black /African American - 14.82%
- Asian - 1.45%
- Some Other Race - .3%
- Three races - .2%
- White - 54.11%
- American Indian/Alaska Native - .43%
- Native Hawaiian/Other Pacific Islander - .05%
- Two races -3.74%

### Hispanic/Latino and Not Hispanic/Latino



- Not Hispanic or Latino - 75.11%
- Hispanic or Latino - 24.89%

Data based on 2020 census

## Disability Data

**12.4%** ± 1.7%

Disabled Population in Kaufman County, Texas

**12.8%** ± 0.1%

Disabled Population in Texas

*S1810 | 2024 American Community Survey 1-Year Estimates*

### Types of Disabilities

in Kaufman County, Texas

Hearing difficulty - 2.8%



Vision difficulty - 1.8%



Cognitive difficulty - 5.5%



Ambulatory difficulty - 6.1%



Self-care difficulty - 1.8%

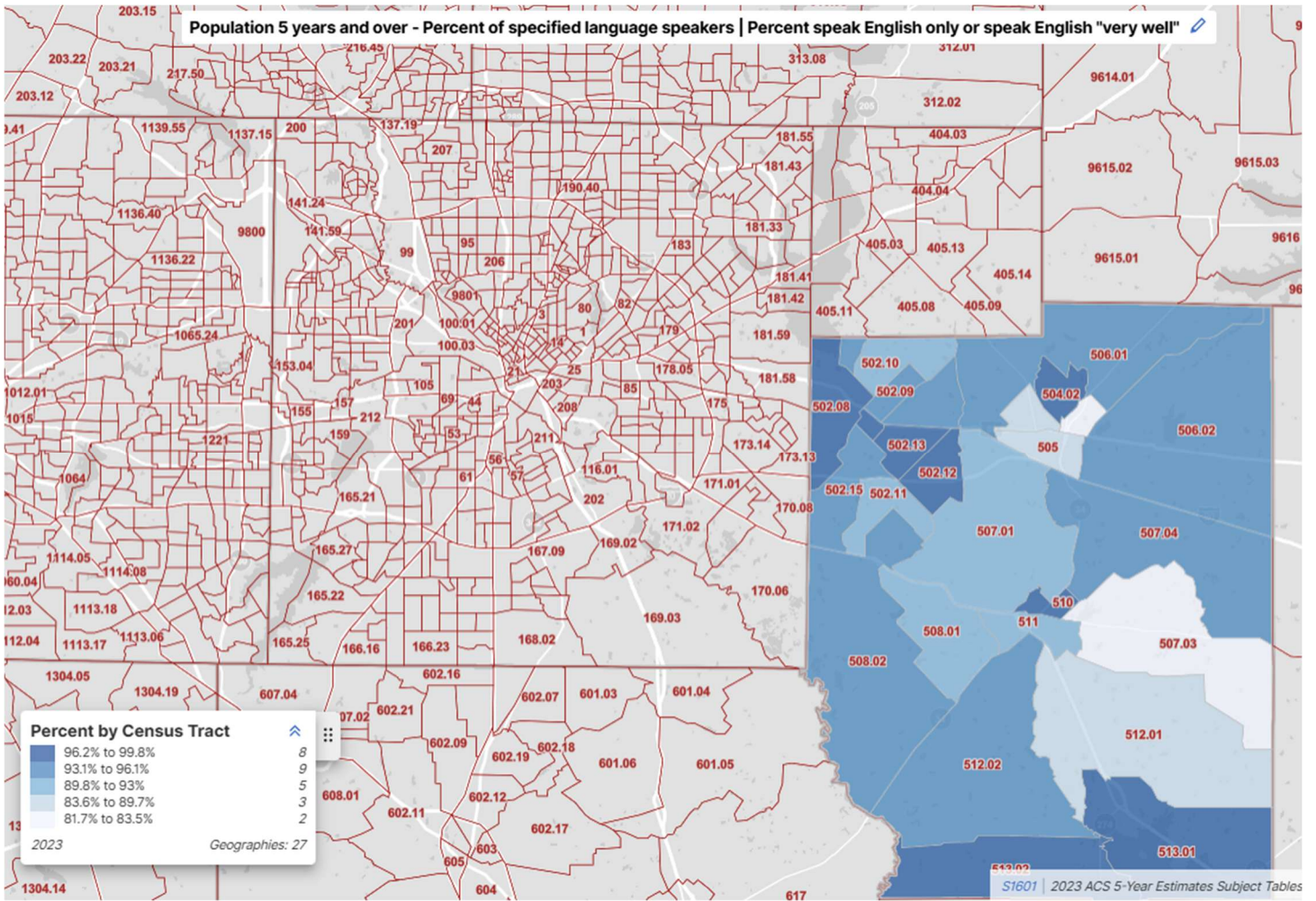


Independent living difficulty - 6.8%

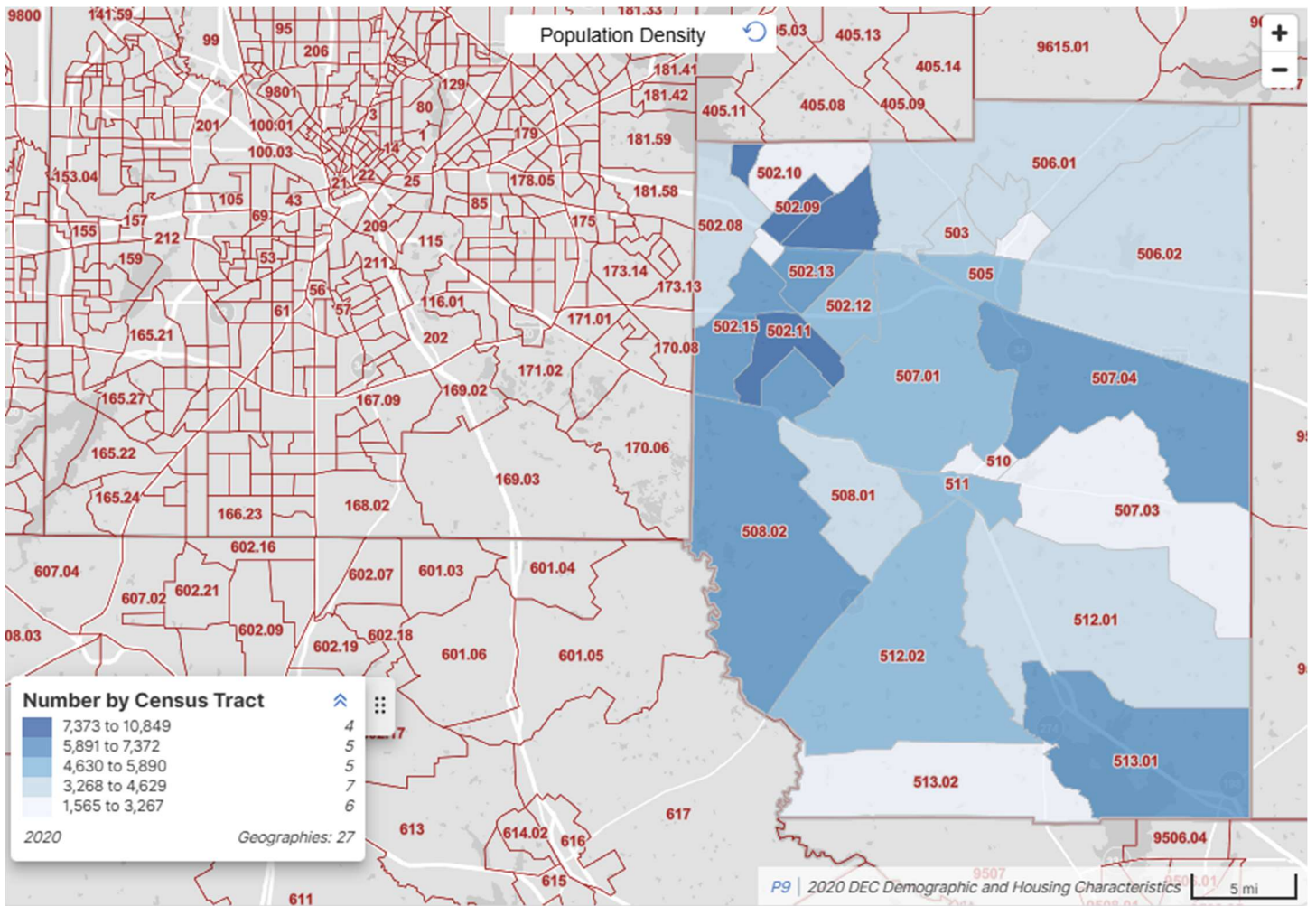


0% 1% 2% 3% 4% 5% 6% 7% 8%

# English/Non-English Speakers in Home by Census Tract



## Population Density



## Key Data Analysis Findings

- Kaufman County is a fast growth district.
- Based on current data and the four-factor analysis process recommended by the FWA, there is not a need to provide vital documents in languages other than Spanish.
- Significant differences with state averages include but are not limited to:
  - Residents moving from out of state nearly double the state average (3.5% to 1.8%)
  - Residents foreign born are about half the state average (9.7% to 18.4%)
  - Residents speaking a language other than English at home is about 60% of the state average (21% to 35.7 %)