



City of
Las Vegas

NEW MEXICO

TITLE VI PLAN

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INTRODUCTION

The City of Las Vegas, New Mexico, United States, often known simply as Vegas, is a city in and the county seat of San Miguel County. As of 2022 census data, the population of the City is 13,194. The City was established by a Mexican land grant in 1835, and originally called Neustria Senora de Los Dolores de Las Vegas Grande's (our Lady of Sorrows of the Great Meadows) by settlers whose roots in the area went back to the early 1600s. Today, Las Vegas has a council-manager form of government with five city council members

The City of Las Vegas recognizes its responsibility to provide fairness and equity in all of its programs, services, and activities regardless of race, color, or national origin and that it must abide by and enforce federal and state civil rights legislation related to city government. Title VI of the Civil Rights Act of 1964, is the overarching civil rights law that prohibits discrimination based on race, color, or national origin, in any program, service, or activity that receives federal assistance. Specifically, Title VI assures 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 benefit of, or be otherwise subjected to discrimination under any program or activity receiving federal assistance." Title VI has been broadened by related statutes, regulations, and executive orders. Discrimination based on sex is prohibited by Section 324 of the Federal-Aid Highway Act, which is the enabling legislation of the Federal Highway Administration (FHWA). The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 prohibit unfair and inequitable treatment of persons as a result of projects which are undertaken with Federal financial assistance. The Civil Rights Restoration Act of 1987 clarified the intent of Title VI to include all programs and activities of federal-aid recipients and contractors whether those programs and activities are federally funded or not. In addition to statutory authorities, Executive Order 12898, "Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations," signed in February 1994, requires federal agencies to achieve Environmental Justice as part of its mission by identifying disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority populations and low-income populations. Environmental Justice Initiatives are accomplished by involving the potentially affected public in the development of transportation projects that fit within their communities without sacrificing safety or mobility. In 1997, the U.S. Department of Transportation (USDOT) issued its DOT Order to Address Environmental Justice in Minority Populations and Low Income Populations to summarize and expand upon the requirements of Executive Order 12898 on Environmental Justice. Also, Executive Order 13166, "Improving Access to Services for Persons with Limited English Proficiency (LEP)," provides that no person shall be subjected to discrimination on the basis of race, color, or national origin under any program or activity that receives Federal financial assistance.

As a recipient of federal financial assistance, the City of Las Vegas must provide access to individuals with limited ability to speak, write, or understand the English language. The

Municipality will not restrict an individual in any way from the enjoyment of any advantage or privilege enjoyed by others receiving any service, financial aid, or other benefit under its programs or projects. Individuals may not be subjected to criteria or methods of administration, which cause adverse impact because of their race, color, or national origin, or have the effect of defeating or substantially impairing accomplishment of the objectives of the program because of race, color, or national origin. Therefore, the primary goals and objectives of the City's Title VI Program are:

1. to assign roles, responsibilities, and procedures for ensuring compliance with Title VI of the Civil Rights Act of 1964 and related regulations and directives;
2. to ensure people affected by City programs and projects receive the services, City of Las Vegas Title VI Plan 4 benefits, and opportunities to which they are entitled without regard to race, color, national origin, age, sex, or disability;
3. to prevent discrimination in the City of Las Vegas programs and activities, whether those programs and activities are federally funded or not;
4. to establish procedures for identifying impacts in any program, service, or activity that may create illegal adverse discrimination on any person because of race, color, national origin, age, sex, or disability; or on minority populations, low income populations, the elderly, and all interested persons and affected Title VI populations;
5. to establish procedures to annually review Title VI compliance within specific program areas within the City; and
6. to set forth procedures for filing and processing complaints by persons who believe they have been subjected to illegal discrimination under Title VI in City services, programs or activities.

As the sub-recipient of federal transportation funds, the City of Las Vegas must comply with federal and state laws, to ensure equal access and opportunity to all persons, with respect to transportation services, facilities, activities, and programs, without regard to race, color, religion, national origin, sex, social-economic status, or geographical location. Effort will be made to prevent discrimination in any program or activity, whether those programs and activities are federally funded or not, as guaranteed by the Civil Rights Restoration Act of 1987.

The City shall also ensure that their sub-recipients adhere to state and federal law and include in all written agreements or contracts, assurances that the sub-recipient must comply with Title VI and other related statutes. The City, as a sub-recipient of federal transportation funds, shall monitor their sub-recipients for voluntary compliance with Title VI. In the event non-compliance is discovered, the City will make a good faith effort to ensure that the sub recipient corrects any deficiencies arising out of complaints related to Title VI; and that sub recipients will proactively gauge the impacts of any program or activity on minority populations and low-income

populations, the elderly, persons with disabilities, and all interested persons and affected Title VI populations.

Title VI Nondiscrimination Policy Statement

The City of Las Vegas is committed to compliance with Title VI of the Civil Rights Act of 1964, 49 CFR, part 2, and all related regulations and directives. The City of Las Vegas assures that no person shall on the grounds of race, color, national origin, gender, age, or disability be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity under any City of Las Vegas program, activity, or service.

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

Examples of prohibited types of discrimination based on race, color, national origin, sex, disability, or age include, but are not limited to: denial to an individual any service, financial aid, or other benefit; distinctions in the quantity, quality, or manner in which a benefit is provided; segregation or disparate treatment; restriction in the enjoyment of any advantages, privileges, or other benefits provided; discrimination in any activities related to highway and infrastructure or facility built or repaired; and discrimination in employment.

Organization/Staff Responsibilities

**MUNICIPAL CHARTER
EFFECTIVE AS OF APRIL 8, 2022
ARTICLE II GOVERNING BODY**

Powers and Duties

1. All legislative powers of the City shall be vested in the Governing Body, except as otherwise required by law or this Charter.
2. All corporate power resides with the Governing Body as a whole, and no individual member, except as otherwise provided herein, shall direct the activities of the city manager, appointed employees, or other employees.
3. The Governing Body shall be the judge of the qualifications of its members, and of the grounds for removal from office, consistent with state law provisions regarding qualifications and removal.
4. The Governing Body may conduct such investigations as it deems appropriate into the affairs of the City, or the conduct of any City department, office, agency, board, or activity.

Organizational Overview: Attachment 3

Environmental Justice/Limited English Proficiency Policy Statement

The City of Las Vegas is also committed to assure effort will be made to prevent the discrimination of low-income and minority populations as a result of any impact of its programs or activities in accordance with Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and in Low-Income Populations. In addition, the City of Las Vegas also assures effort will be made to provide meaningful access to persons that have Limited English Proficiency, in accordance with Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency.

Definition of Federal financial assistance and recipients affected

Federal financial assistance is defined as any Federal dollars that are assigned to the City of Las Vegas to support any program and activity, by way of grant, loan, or contract, other than a contract of insurance or guaranty.

Specific Forms of Discrimination Prohibited

The City of Las Vegas' efforts to prevent discrimination must address, but are not limited to:

- the denial of services, financial aid, or other benefits provided under a program;
- distinctions in the quality, quantity, or manner in which the benefit is provided;
- segregation or disparate treatment in any part of the program;
- restriction in the enjoyment of any advantages, privileges, or other benefits provided to others;
- different standards or requirements for participation;
- methods of administration which directly or indirectly or through contractual relationships would defeat or impair the accomplishment of effective nondiscrimination;
- discrimination in any activities related to a highway, infrastructure, or facility built or repaired in whole or in part with Federal funds; and
- discrimination in any employment resulting from a program, the primary purpose of which is to provide employment.

Title VI Coordinator

The City of Las Vegas designates Darlene Arguello, Human Resources Director, as the Title VI Coordinator (hereinafter referred to the "Title VI Coordinator"). Ms. Arguello shall have lead responsibility for coordinating the administration of Title VI and related statutes, programs, plans, and assurances.

Complaints: If any individual believes that he/she or any other program beneficiaries have been the object of unequal treatment or discrimination as to the receipt of benefits and/or service, or on the grounds of race, color, national origin (including Limited English Proficiency), sex, age, or disability, he/she may exercise his/her right to file a complaint with the City. Complaints may be filed with the Title VI Coordinator. Effort will be made to resolve complaints informally at the lowest level.

Data Collection: Statistical data on race, color, national origin, English language ability, and sex of participants in and beneficiaries of the City programs, e.g., impacted citizens and affected communities, will be gathered on a voluntary basis and maintained by the City. The gathering procedures will be reviewed annually to ensure sufficiency of the data in meeting the requirements of the Title VI program.

Program Reviews: Special emphasis program reviews will be conducted based on the annual summary of Title VI activities, accomplishments, and problems. The reviews will be conducted by the Title VI Coordinator to assure effectiveness in their compliance of Title VI provisions.

The Title VI Coordinator will coordinate efforts to ensure equal participation in all programs and activities at all levels. The City does not have any special emphasis programs at this time.

Title VI Reviews on Sub-Recipients: Title VI compliance reviews will be conducted annually by the Title VI Coordinator. Priority for conducting reviews will be given to those recipients of federal (U.S. Department of Transportation) funds with the greatest potential of impact to those groups covered by the Act. The reviews will entail examination of the recipients' adherence to all Title VI requirements. The status of each review will be reported in the annual update and reported to relevant U.S. Department of Transportation (USDOT) modes upon request.

Annual Reporting: The Title VI Coordinator will be responsible for coordination, compilation, and submission of the annual reporting data to the New Mexico Department of Transportation (NMDOT), Civil Rights Program Unit via the Sub-Recipient Annual Certification Form. If updated, a copy of Title VI Plan will be submitted to the NMDDOT, Civil Rights Program Unit, as soon as the update has been completed, or as soon as practicable, and no later than 30 days after significant changes are made.

Public Dissemination: The City will disseminate Title VI Program information to the City employees and to the general public. Title VI Program information will be submitted to sub recipients, contractors, and beneficiaries. Public dissemination will include provisions of Title VI language in contracts and publishing the Title VI Plan on the City of Las Vegas website at www.lasvegasnm.gov

Remedial Action: The City, through the Title VI Coordinator, will actively pursue the prevention of Title VI deficiencies and violations and will take the necessary steps to ensure compliance with all program administrative requirements. When deficiencies are found, procedures will be promptly implemented to correct the deficiencies and to put in writing the corrective action(s). The period to determine corrective action(s) and place in writing may not exceed 90 days from the date the deficiencies are found.

Inquiries concerning the City of Las Vegas & Title VI may be directed to the Title VI Coordinator, Darlene Arguello, 1700 North Grand Avenue, Las Vegas, NM 87701; by telephone at(505)454-1401ext 1301; or via e-mail darlenea@lasvegasnm.gov.

The Title VI Coordinator is also responsible for:

- Submitting a Title VI plan and annual reports for the City of Las Vegas
- Developing procedures for receiving, processing, investigating, and reporting Title VI complaints.
- Maintaining a Title VI complaint log and report to NMDOT on a periodic basis.
- Developing procedures for the collection and analysis of statistical data.
- Developing a program to conduct Title VI reviews or program areas.
- Conducting annual assessments of identified Title VI program areas.
- Developing Title VI information for dissemination.
- Establishing procedures for resolving deficiency status and reducing to writing the remedial action agreed to be necessary.

The City of Las Vegas programs and services covered by Title VI

The City of Las Vegas Title VI Plan applies to all of the City of Las Vegas programs, activities, and services, regardless of funding source. Some sections deal with specific requirements (e.g. FTA funded programs).

Authorities

1. 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);
2. Federal-Aid Highway Act of 1973 (23 U.S.C. §324 *et seq.*), (prohibits discrimination on the basis of sex);
3. The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);
4. Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*) as amended, (prohibits discrimination on the basis of disability);
5. Americans with Disabilities Act of 1990, as amended, (42 U.S.C. § 12101 *et seq.*), (prohibits discrimination on the basis of disability)
6. The Uniform Relocation Assistance and Real Property Acquisitions Policies Act of 1970, as amended, 42 U.S.C. § 4601
7. The National Environmental Policy Act of 1969, 42 U.S.C. § 4321;
8. 49 C.F.R. Part 21 (entitled *Nondiscrimination In Federally-Assisted Programs Of The Department of Transportation-Effectuation of Title VI Of The Civil Rights Act of 1964*);
9. 49 C.F.R. Part 27 (entitled *Nondiscrimination On The Basis Of Disability In Programs Or Activities Receiving Federal Financial Assistance*);
10. 49 C.F.R. Part 28 (entitled *Enforcement Of Nondiscrimination On the Basis Of Handicap In Program Or Activities Conducted By The Department Of Transportation*);
11. 49 C.F.R. Part 37 (entitled *Transportation Services For Individuals With Disabilities (ADA)*);
12. 23 C.F.R. Part 200 (FHWA’s Title VI/Nondiscrimination Regulation);
13. 28 C.F.R. Part 35 (entitled *Discrimination On The Basis Of Disability In State And Local Government Services*);
14. 28 C.F.R. Part 50.3 (DOJ Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964).

City of Las Vegas Assurances for Title VI and Other Nondiscriminatory Statutes

The City of Las Vegas(hereafter 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:

- 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.F.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.F.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 Act, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Recipient hereby gives assurance that it will promptly take 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 the DOT, including the FHWA.

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 programs and activities:

1. The Recipient agrees that each "activity," "facility," or “program,” as defined in §§ 21.23(b) and 21.23(e) of 49 C.F.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 shall insert the following notification in all solicitations for bids, Request For Proposals for work, or material subject to the Acts and the Regulations and made in connection with the Federal Aid Highway Program, and in adapted form, in all proposals for negotiated agreements regardless of funding source:

“The City of Las Vegas 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 Appendices A and E of this Assurance in every contract or agreement subject to the Act and Regulations.
4. The Recipient shall 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 Recipient.
5. In instances 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. In instances 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 the right to space on, over, or under such property.
7. The Recipient will include the clauses set forth in Appendices C and 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 in the following circumstances:
 - 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. This Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the project, except where the Federal 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 program as are found by the Secretary of Transportation or the officials 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 Act, 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 Act, the Regulations, and this Assurance.

By signing this Assurance, the City of Las Vegas 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 Federal Highway Administration access to records, accounts, documents, information, facilities, and staff. Recipient also recognizes it must comply with any program or compliance reviews, and/or complaint investigations conducted by the Federal Highway Administration. Recipient will keep records, reports, and submit the material for review upon request to the Federal Highway Administration, or its designee, in a timely, complete, and accurate way. Additionally, Recipient will comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

The City of Las Vegas 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 Recipients by the U.S. Department of Transportation under Federal-Aid Highway Program. This Assurance is binding on it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, and their subcontractors', transferees, successors in interest and other participants in the Federal-Aid Highway Program. The person(s) signing on attachment #1 is authorized to sign this Assurance on behalf of the Recipient.

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 Regulations relative to non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Title 49, Code of Federal Regulations, Part 21, as they may be amended from time-to-time, (hereinafter referred to as the “Regulations”), 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 either 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 non-discrimination 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 New Mexico Department of Transportation or the Federal Highway Administration to be pertinent to ascertain compliance with such Acts, Regulations, and directives. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish this information, the contractor shall so certify to the City of Las Vegas or the Federal Highway Administration, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of the contractor’s non-compliance with the non-discrimination provisions of this contract, the City of Las Vegas will impose such contract sanctions as it or the Federal Highway Administration 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 the 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 shall take such action with respect to any subcontract or procurement as the City of Las Vegas or the Federal Highway Administration 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 action, the contractor may request the City of Las Vegas to enter into any litigation to protect the interests of the City of Las Vegas. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

Appendix B

Covenant Running with the Land Assurance

The following clauses shall be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or 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 State of New Mexico will accept title to the lands and maintain the project constructed thereon, in accordance with Title 23, United States Code, the Regulations for the Administration of Federal Aid for Highways, and the policies and procedures prescribed by the Federal Highway Administration of the U.S. Department of Transportation in accordance and 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, 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 the State of New Mexico 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 the State of New Mexico 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 the State of New Mexico, its successors, and assigns.

The State of New Mexico, 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 the State of New Mexico will use the 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, Non-discrimination 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 shall have a right to enter or re-enter said lands and facilities on said land, and the 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 clause is necessary in order to make clear the purposes of Title VI of the Civil Rights Act of 1964.

Appendix C

Clauses for Transfer of Real Property Acquired or Improved Under the Activity, Facility, or Program

The following clauses shall be included in deeds, licenses, leases, permits, or similar instruments entered into by the State of New Mexico, 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 said 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, the State of New Mexico 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.) and never been made or issued.*
- C. With respect to a deed, in the event of breach of any of the above non-discrimination covenants, the State of New Mexico will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the State of New Mexico and its assigns.*

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

Appendix D

Clauses for Transfer of 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 State of New Mexico 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 otherwise be 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 grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, and (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 non-discrimination covenants, the State of New Mexico 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 the deeds, in the event of breach of any of the above non-discrimination covenants, the State of New Mexico will there upon revert to and vest in and become the absolute property of the State of New Mexico 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.)

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 non-discrimination 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, and 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, (29 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 U.S.C. § 471, Section 47123), 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 program 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.F.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);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your program (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination because of sex in education programs or activities (U.S.C. 1681 *et seq.*)

City of Las Vegas Title VI/ADA Complaint Procedures

The City of Las Vegas is committed to a policy of non-discrimination in the provision of public transportation service. If you believe that you have been subjected to discrimination due to your race, color, national origin, age, sex, or disability, or have a complaint about the accessibility of Meadow City Express service, you can file a complaint. Please provide all facts and circumstances surrounding your issue or complaint so we can fully investigate the incident.

How do you file a complaint?

You can call the City of Las Vegas at 505-454-1401 or use the accompanying form.

You may file a signed, dated, and written complaint no more than 180 days from the date of the alleged incident. The complaint should include:

- Your name, address, and telephone number (See question 1 of the complaint form).
- How, why, and when you believe you were discriminated against. Include as much specific, detailed information as possible about the alleged acts of discrimination and any other relevant information. (See questions 6, 7, 8, 9, 10, and 11 of the complaint form).
- The names of any persons, if known, whom the Title VI Coordinator could contact for clarity of your allegations. (See question 11 of the complaint form).

Please mail, email, or return your completed form to:

Darlene Arguello, Title VI Coordinator

City of Las Vegas

1700 North Grand Ave., Las Vegas, New Mexico 87701

darlenea@lasvegasnm.gov

Do you need complaint assistance?

If you are unable to complete a written complaint due to a disability or if information is needed in another language, we can assist you. Please contact us at 505-454-1401.

How will your complaint be handled?

The City of Las Vegas Title VI Coordinator ensures an investigation is conducted of complaints received no more than 180 days after the alleged incident. The City will process complaints that are complete.

Once a completed complaint is received, the City will review it to determine if it has jurisdiction. The Complainant will receive acknowledgement of receipt of the complaint and whether the City has jurisdiction to investigate the complaint.

The City will generally complete an investigation within 90 days from receipt of a complaint. If more information or time is needed to address the case, the City may contact you. Unless a longer period is specified by the City, you will have ten (10) days from the date of the request to send the requested information. If the requested information is not received, the City may administratively close the case. A case may also be administratively closed if you no longer wish to pursue it.

After the investigation is complete, the City will send you a letter summarizing the results of the investigation, stating the findings, and advising of any corrective action to be taken as a result of the investigation. If you disagree with the City's determination, you may request reconsideration by submitting a request in writing to the Title VI Coordinator within seven (7) days after the date of the letter, stating with specificity the basis for the reconsideration. The City will notify you of the decision either to accept or reject the request for reconsideration within ten (10) days. In cases where reconsideration is granted, the City will issue a determination letter upon completion of the reconsideration review.

Do I have other options for filing a complaint?

We encourage you file the complaint with us. However, you may file a complaint with the New Mexico Department of Transportation or the Federal Transit Administration:

Title VI Program Coordinator
New Mexico Department of Transportation
1590 Pacheco Street
Suite A-10
Santa Fe, NM 87505
1-505-469-6131

Federal Transit Administration
Office of Civil Rights
1200 New Jersey Avenue SE
Washington, DC 20590
1-202-366-4043
www.transit.dot.us

How do I obtain more information?

If you need more information on the City of Las Vegas nondiscrimination obligations or complaint procedure, please contact the Title VI Coordinator at 505-454-1404.

CITY OF LAS VEGAS TITLE VI/ADA COMPLAINT FORM

If you believe that you have been subjected to discrimination due to your race, color, national origin, age, sex, or disability, or have a complaint about the accessibility of the Meadow City Express service, you can use this form to file a complaint. Please provide all facts and circumstances surrounding your issue or complaint so we can fully investigate the incident. Please mail, email, or return this form to:

Darlene Arguello, Title VI Coordinator
 City of Las Vegas
 1700 North Grand Ave
 Las Vegas, NM 87701
darlenea@lasvegasnm.gov

1. Complainant's name:		
Address:		
City:	State:	Zip Code:
Daytime telephone: ()		
E-mail address:		
Do you prefer to be contacted via e-mail: <input type="checkbox"/> Yes <input type="checkbox"/> No		
2. Are you filing this complaint on your own behalf?		
<input type="checkbox"/> Yes If Yes, please go to question 6. <input type="checkbox"/> No if NO, please go to question 3.		
3. Please Provide your name and address		
Name of person filing complainant:		
Address:		
City:		
Daytime telephone: ()		
E-mail address:		
Do you prefer to be contacted via e-mail? <input type="checkbox"/> Yes <input type="checkbox"/> No		
4. What is your relationship to the person for whom you are filing the complaint?		
5. Please confirm that you have obtained the permission of the aggrieved party to file a complaint on their behalf.		
Yes, I have permission. No, I do not have permission.		
6. I believe that the discrimination I experienced was based on (check all that apply)		
<input type="checkbox"/> Race <input type="checkbox"/> Color <input type="checkbox"/> National Origin <input type="checkbox"/> Disability <input type="checkbox"/> Accessibility Issue <input type="checkbox"/> Sex <input type="checkbox"/> Age <input type="checkbox"/> Other		
7. Date of alleged discrimination (Month, Day, Year)		
8. Where did the alleged discrimination take place?		

9. Explain as clearly as possible what happened and why you believed that you were discriminated against. Describe all the persons that were involved. Include the name and contact information of the person (s) who discriminated against you (if known). *Use the back of this form or separate pages if additional space is required.*

10. Please list any and all witnesses' names and phones numbers/ contact information. *Use the back of this form or separate pages if additional space is required.*

11. What type of corrective action would you like to see taken?

12. Have you filed a complaint with any other federal, state, or local agency, or with any federal or state court? Yes If yes, check all that apply No

- Federal agency (list agency's name)
- Federal court (provide location)
- State Court
- State Agency (specify agency)
- County court (specify court and county)
- Local agency (specify agency)

13. Please provide information about a contact person at the agency/court where the complaint was filed.

Name:	Title:	
Agency:	Telephone: ()	
Address:		
City:	State:	Zip Code:

You may attach any written materials or other information that you think is relevant to your complaint.

Signature and date are required:

Signature:

Date:

If you completed Questions 3, 4, and 5, your signature and date is required

Signature

Date:

Title VI Program Management Procedures

The City of Las Vegas Title VI Coordinator shall:

- ensure the transportation planning process fully complies with the requirements of Title VI;
- monitor the transportation planning process overall strategies and goals and ensure compliance with Title VI requirements;
- review operational policies and procedures to ensure Title VI compliance;
- monitor the service equities of planning data collection and analysis for potential impacts on social, economic, and/or ethnic groups;
- ensure the planning organizational membership attempts to reflect the makeup of the population served. This would include periodically reporting the MPO/RPO racial, ethnic, and gender composition of public involvement organizations or groups;
- ensure the opinions and views of all groups within their populations are solicited and considered in the planning of transportation projects;
- monitor compliance with Environmental Justice issues to identify low-income and minority populations that may be impacted by transportation planning process;
- collect evidence demonstrating input from minority groups/persons has been considered in the transportation planning process. Evidence could include, but is not limited to, the participation level and composition of participants in public information settings. Report any follow-up and conclusions to issues communicated throughout the planning process;
- monitor the gathering and utilization of demographic data used to identify and locate low-income and minority populations in order to investigate the possible benefits and detriments of transportation plans on these populations; and
- monitor compliance with Limited English Proficiency populations to improve access and comprehension of the transportation planning process for individuals comprising the LEP population.

Title VI Related Training

The City of Las Vegas Title VI Coordinator shall ensure that staff is trained and familiar with the City of Las Vegas related policies and procedures.

Data Collection

The City of Las Vegas collects and analyzes data on race, color, national origin, and sex of participants and beneficiaries of our organization programs and activities. We send out surveys to collect the data needed as we apply for grants.

In accordance with Title VI Nondiscrimination regulations, the City is required to have a policy in place to collect and analyze statistical Title VI data on participants and beneficiaries of its programs. Specifically, Title VI data includes information on Environmental Justice (EJ), Limited English Proficiency (LEP) and the Americans with Disabilities Act (ADA).

The City must collect and analyze Title VI data for the purpose of:

- measuring and monitoring the City's delivery of programs consistent with Title VI;
- aiding in community outreach as part of the transportation planning and project development process;
- analyzing programmatic trends and impacts; and
- identifying opportunities to avoid and mitigate unlawful discrimination in project planning, project design, and project construction.

Title VI of the Civil Rights Act of 1964 and subsequent statutes, regulations, and executive orders require recipients of Federal financial assistance to ensure that no person shall be excluded from participation in, denied the benefits of, or be subject to unlawful discrimination in the operation, implementation, access, and use of the City's programs, activities, and facilities based on race, color, national origin, sex, age, disability, low income, or limited-English proficiency.

The purpose of this Policy is to inform City staff, whose primary responsibilities include public outreach during the different phases of project development (i.e., planning, scoping, design, and construction), to be aware of how their projects comply with Title VI (nondiscrimination) regulations.

The program areas primarily responsible for collecting and analyzing Title VI data are the Human Resources Department and Public Works Department. The HR department will provide policy direction, oversight and coordination and will be responsible for and evaluating the performance of program areas and regions based on collected information. The City's demonstrated use of Title VI data is an important component of its annual Title VI Plan report to Federal Highway Administration (FHWA) and the Federal Transit Agency (FTA).

The type and extent of Title VI data collected and utilized may differ depending on the special emphasis program area. Nonetheless, the City is mandated to, at a minimum, collect and analyze Title VI data to understand community demographics and facilitate the equitable distribution of the beneficial effects of transportation planning and project development activities, and minimize the adverse impacts.

Program Area	Type of Data Collected & Process for Collecting	Intended Outcome of Data Analysis (i.e. Title VI Purpose for Collecting Data)
	Population/ Census Data	Regional population and growth Regional ethnic composition Age distribution by race Number of households by income group Median household by income Percent of persons below poverty Percent of persons by age group with mobility limitations Percent of elderly persons Language(s) spoken Percent of disabled by types of disability
	Transportation Systems	Transportation system congestion Delay as percentage of travel time Travel time Exposure to transportation hazards (environmental, safety, crime) Access to jobs, churches, medical care, schools, emergency services, grocery stores, family

Potential sources of data and analysis tools include, but are not limited to:

1. School Districts
2. Management Systems (Pavement and Congestion)
3. Low to Moderate Income Surveys

XI. Notice of Rights

Notices are posted throughout the City of Las Vegas and at our local businesses in both English and Spanish.

Your Rights against Discrimination under Title VI of the Civil Rights Act of 1964

The City of Las Vegas operates its programs and services without regard to race, color, national origin, sex, age, or disability. Anyone who believes they have been excluded from participation in, denied benefits of, or otherwise subjected to discrimination under any City of Las Vegas program or activity because of their race, color, national origin, age, sex, or disability may file a discrimination complaint with the City of Las Vegas or the New Mexico Department of Transportation.

To file a Title VI discrimination complaint, please contact:

Darlene Arguello, Title VI Coordinator
City of Las Vegas
1700 North Grand Ave
Las Vegas, NM 87701
darlenea@lasvegasnm.gov

Attachment 1 - Title VI Nondiscrimination Statement of Policy

Title VI Policy Statement

The City of Las Vegas is committed to compliance with Title VI of the Civil Rights Act of 1964, 49 CFR, part 2, and all related regulations and directives. The City of Las Vegas assures that no person shall, on the grounds of race, color, national origin, sex, age, or disability be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity under any City of Las Vegas program, activity, or service.

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

Examples of prohibited types of discrimination based on race, color, national origin, sex, disability, or age include, but are not limited to: denial to an individual any service, financial aid, or other benefit; distinctions in the quantity, quality, or manner in which a benefit is provided; segregation or disparate treatment; restriction in the enjoyment of any advantages, privileges, or other benefits provided; discrimination in any activities related to highway and infrastructure or facility built or repaired; and discrimination in employment.

Environmental Justice/Limited English Proficiency Policy Statement

The City of Las Vegas is also committed to assure effort will be made to prevent the discrimination of low-income and minority populations as a result of any impact of its programs or activities in accordance with Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and in Low-Income Populations. In addition, the City of Las Vegas also assures effort will be made to provide meaningful access to persons that have Limited English Proficiency, in accordance with Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency.

Specific Forms of Discrimination Prohibited

The City of Las Vegas' efforts to prevent discrimination address, but are not limited to:

- the denial of services, financial aid, or other benefits provided under a program;
- distinctions in the quality, quantity, or manner in which the benefit is provided;
- segregation or disparate treatment in any part of the program;
- restriction in the enjoyment of any advantages, privileges, or other benefits provided to others;
- different standards or requirements for participation;
- methods of administration which directly or indirectly or through contractual relationships would defeat or impair the accomplishment of effective nondiscrimination;
- discrimination in any activities related to a highway, infrastructure, or facility built or repaired in whole or in part with Federal funds; and
- discrimination in any employment resulting from a program, the primary purpose of which is to provide employment.



City of Las Vegas City Manager

03/05/2024
Date:

Attachment 2 – City of Las Vegas Title VI Assurances

City of Las Vegas Title VI and Other Nondiscriminatory Statutes

The City of Las Vegas (hereafter 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:

- 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.F.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.F.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 Act, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Recipient hereby gives assurance that it will promptly take any measure 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 the DOT, including the FHWA.

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 programs and activities:

1. The Recipient agrees that each "activity," "facility," or “program,” as defined in §§ 21.23(b) and 21.23(e) of 49 C.F.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 shall insert the following notification in all solicitations for bids, Request For Proposals for work, or material subject to the Acts and the Regulations and made in connection with the Federal Aid Highway Program, and in adapted form, in all proposals for negotiated agreements regardless of funding source:

“The City of Las Vegas 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 Appendices A and E of this Assurance in every contract or agreement subject to the Act and Regulations.
4. The Recipient shall 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. In instances 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. In instances 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 the right to space on, over, or under such property.
7. The Recipient will include the clauses set forth in Appendices C and 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.
 - c. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - d. 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 project, except where the Federal 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:
 - c. 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
 - d. 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 program as are found by the Secretary of Transportation or the officials 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 Act, 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 Act, the Regulations, and this Assurance.

By signing this Assurance, the City of Las Vegas 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 Federal Highway Administration access to records, accounts, documents, information, facilities, and staff. The City recognizes it must comply with any program or compliance reviews, and/or complaint investigations conducted by the Federal Highway Administration. The City will keep records, reports, and submit the material for review upon request to the Federal Highway Administration, or its designee, in a timely, complete, and accurate way. Additionally, the City must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

The City of Las Vegas 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 City by the U.S. Department of Transportation under Federal-Aid Highway Program. This Assurance is binding on it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors, transferees, successors in interest, and other participants in the Federal-Aid Highway Program. The person(s) signing below is authorized to sign this Assurance on behalf of the Recipient.



City of Las Vegas City Manager

03/05/2024
Date:

Attachment 3 – City of Las Vegas Organizational Overview

