

Title VI Complaint and Investigation Procedures

These procedures cover all complaints filed under Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, for alleged discrimination in any program or activity administered by Tar River Transit (TRT).

These procedures do not deny the right of the complainant to file formal complaints with other State or Federal agencies or to seek private counsel for complaints alleging discrimination. Every effort will be made to obtain early resolution of complaints at the lowest level possible. The option of informal mediation meeting(s) between the affected parties and TRT may be utilized for resolution. Any individual, group of individuals or entity that believes they have been subjected to discrimination prohibited under Title VI and related statutes may file a written complaint to the following address:

**Todd Gardner
Title VI Coordinator
Tar River Transit
PO Box 1180
Rocky Mount, NC 27802
Phone: (252) 972-1596**

The following measures will be taken to resolve Title VI complaints:

- 1.) A formal complaint must be filed within 180 days of the alleged occurrence. Complaints shall be in writing and signed by the individual or his/her representative, and will include the complainant's name, address and telephone number; name of alleged discriminating official, basis of complaint (race, color, national origin, sex, disability, age), and the date of alleged act(s). A statement detailing the facts and circumstances of the alleged discrimination must accompany all complaints.
- 2.) In the case where a complainant is unable or incapable of providing a written statement, a verbal complaint of discrimination may be made to TRT Title VI Coordinator. Under these circumstances, the complainant will be interviewed, and the TRT Title VI Coordinator will assist the Complainant in converting the verbal allegations to writing.
- 3.) When a complaint is received, the Title VI Coordinator will provide written acknowledgment to the Complainant, within ten (10) days by registered mail.
- 4.) If a complaint is deemed incomplete, additional information will be requested, and the Complainant will be provided 60 business days to submit the required information. Failure to do so may be considered good cause for a determination of no investigative merit.
- 5.) Within 15 business days from receipt of a complete complaint, TRT will determine its jurisdiction in pursuing the matter and whether the complaint has sufficient merit to warrant investigation. Within five (5) days of this decision, the City Engineer or an

authorized designee will notify the Complainant and Respondent, by registered mail, informing them of the disposition.

- a. If the decision is not to investigate the complaint, the notification shall specifically state the reason for the decision.
 - b. If the complaint is to be investigated, the notification shall state the grounds of TRT's jurisdiction, while informing the parties that their full cooperation will be required in gathering additional information and assisting the investigator.
- 6.) When TRT does not have sufficient jurisdiction, the City Engineer or his/her authorized designee will refer the complaint to the appropriate State or Federal agency holding such jurisdiction.
 - 7.) If the complaint has investigative merit, the City Engineer or his/her authorized designee will assign an investigator from the City of Rocky Mount Human Services Department. A complete investigation will be conducted, and an investigative report will be submitted to the City Engineer within 60 days from receipt of the complaint. The report will include a narrative description of the incident, summaries of all persons interviewed, and a finding with recommendations and conciliatory measures where appropriate. If the investigation is delayed for any reason, the investigator will notify the appropriate authorities, and an extension will be requested.
 - 8.) The City Engineer or his/her authorized designee will issue letters of finding to the Complainant and Respondent within 90 days from receipt of the complaint.
 - 9.) If the Complainant is dissatisfied with TRT's resolution of the complaint, he/she has the right to appeal with the:

Departmental Office of Civil Rights

Attention: Title VI Program Coordinator

East Building, 5th Floor-TCR

12000 New Jersey Avenue, SE

Washington, DC 20590