



Title VI Program and Implementation Plan

Reporting period: 2025

Prepared by:

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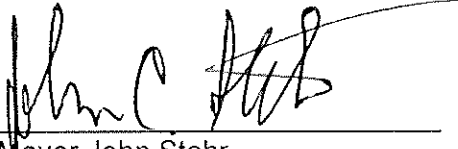
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Title VI Policy Statement – Town of Zionsville

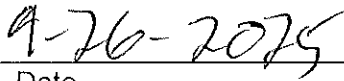
Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, national origin, disability, sex, age, low-income status or limited English proficiency in programs and activities receiving Federal financial assistance. Specifically, Title VI provides that "no person in the United States shall, on the ground of religion, race, color, national origin, disability, gender, age, low-income status or limited English proficiency be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance" (42 U.S.C. Section 2000d).

The Town of Zionsville, Indiana is committed to ensuring that no person is excluded from participation in or denied the benefits of its services on the basis of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap, low-income status or limited English proficiency as protected with Title VI.

This plan was developed to guide the Town of Zionsville, Indiana in its administration and management of Title VI-related activities.



Mayor John Stehr



Date

Organization and Staffing

Mayor John Stehr of the Town of Zionsville, Indiana is responsible for ensuring the implementation of the Town's Title VI Program. He is supported in this work by the Title VI Coordinator, Mr. Brad Meriwether, Deputy Director of Public Works.

Brad Meriwether
Deputy Director of Public Works
Town Title VI Coordinator
1100 W. Oak Street
Zionsville, IN 46077
(317) 873-4544

Title VI Coordinator Responsibilities

The Title VI Coordinator is responsible for implementing, monitoring, and ensuring the Town's compliance with Title VI regulations and the overall administration of the Title VI Program and Standard U.S. Title VI Assurances (Exhibit 1). This includes the completion of the following activities:

- **Program Administration** – Administer the Title VI Program and coordinate implementation of the plan. Ensure compliance with the assurances, policy, and program objectives. Perform Title VI Program reviews to assess and update administrative procedures, staffing, and resources; provide recommendations as required to the Mayor.
- **Data Collection** – Review and analyze the statistical data gathering process performed by the Title VI Liaisons (Department Heads) periodically to ensure sufficiency of data for meeting the requirements of the Title VI program administration. Document the analysis for the Federal Highway Administration (FHWA).
- **Training Programs** – Conduct or facilitate training programs on Title VI current and new regulations for Town employees; and facilitate Title VI training for Title VI Liaisons, contractors, and sub-recipients. A summary of training conducted will be reported in the annual update to INDOT.
- **Title VI Plan Update** – Review and update the Title VI Plan annually as needed or required. Present the updated plan to the Mayor for approval; submit amended Plan to INDOT as required.
- **Reporting** – The Title VI Coordinator may conduct reviews of the Town's Title VI Program to assess for Title VI compliance to assure effectiveness in compliance with Title VI provisions. The Title VI Coordinator and the Title VI Liaisons will coordinate efforts to ensure the requirements of Title VI are met.
- **The Title VI Coordinator will prepare an annual summary to report accomplishments and changes to the program during the preceding year.** This summary will also include goals and objectives for the upcoming year.
- **Public Dissemination** – Work with the Title VI Liaisons to develop and disseminate Title VI Program information to the Town's employees and sub-recipients, including contractors, subcontractors, consultants, sub-consultant and the general public. Public dissemination may include postings of official statements, inclusions of Title VI language in contracts or other agreements, website postings, and an annual publication of the Town's Title VI Policy Statement in the newspaper and informational brochures. Ensure public service announcements or notices are posted of proposed projects, hearings, meetings, or formation of public advisory boards, in newspapers or other media reaching the affected community. Ensure the full utilization of available minority publications or media; and, where appropriate, provide written or verbal information in languages other than English. (See Exhibit 2 for the Town's Title VI Notice to the Public).

- Complaints – The Title VI Coordinator will ensure the Complaint Procedure for filing, review and investigating Title VI complaints received by the Town of Zionsville will following procedural guidelines. Ensure every effort is made to resolve complaints and properly documented and maintain a log of all complaints.
- Elimination of Discrimination – Work with the Title VI Liaisons to establish procedures for promptly resolving deficiencies, as needed. Recommend procedures to identify and eliminate discrimination that may be discovered in the Town's processes.
- Develop and implement the Town of Zionsville's Limited English Proficiency (LEP) Plan; provide training to the Department Heads on procedure to follow when a person requests an interpreter.
- Establish procedures for reviewing contracts with sub-recipients, special interest programs and activities to include Title VI assurance.
- Attend Title VI Training as required by INDOT.

Department Head (Title VI Liaisons) Responsibilities

Each Department Head within the Town of Zionsville is responsible for the following under Title VI:

- Ensuring all Town contract documents contain the appropriate Title VI provisions.
- Consulting with the Mayor and the Title VI Coordinator when Title VI complaints are received or issues arise.
- Ensure that all people are treated equitably regardless of race, color, national origin, disability, gender, age, low-income status or limited English proficiency.
- Develop and update internal policies and procedures to ensure Title VI compliance during all phases of projects, activities, etc.
- Ensure all business pertaining to the selection, negotiation and administration of consultant contracts and agreements is accomplished without discrimination based on race, color, national origin, disability, gender, age, low-income status or limited English proficiency.
- Ensure internal and external publications and all other relevant communications disseminated to the public include the Title VI policy reference.
- Provide information in the appropriate language or interpreters as needed for individuals with disabilities and LEP persons.

Department Head (Title VI Liaisons) Reporting

The Department Heads must submit the Title VI Compliance Review Form (Exhibit 6) to the Title VI Coordinator to be used as an assessment tool to determine whether the departments are in compliance with Title VI and to ascertain instances where the Title VI Coordinator may provide training to help the Department Heads achieve their Title VI goals and maintain compliance. The Title VI Coordinator will review the data collection procedures for each department periodically to ensure compliance with the Town of Zionsville's Title VI Program requirements. The Department Heads should prepare the report and submit it annually on or around October 31st to allow the Annual Report to be prepared no later than December 31st.

The following information should be included in each annual report submitted:

- Number of federally funded projects awarded during the past year.
- Number of Title VI complaints received during the past year.
- Attendance at public meeting/hearings tracked and broken down by ethnicity, race, gender and disability.
- Statistical data collected on ethnicity, race, gender and disability for communities impacted by construction projects.
- Information to demonstrate staff knowledge and understanding of the Town's Title VI Policy and procedures set in place for the Town.
- Statistical data collected on ethnicity, race, gender and disability for all right-of-way relocates.
- Proof of public dissemination of the Title VI Policy or Policy Statement.
- Information concerning the dissemination of copies of The Civil Rights Act of 1964 non-discrimination statement.
- Information on the number of individuals who received Title VI training in each department including attendees, dates and locations.
- Information on the number of LEP persons needing assistance including service used and related cost.
- A description of the communication needs of LEP persons.

Training

The Title VI Coordinator, in conjunction with Town Legal Counsel, will make Title VI Program and the LEP Plan training available to employees, contractors, sub-recipients, and the Title VI Liaisons on an annual basis and for new staff upon hiring with the Town. The training will be documented on the Training Log (Exhibit 8). The training will provide information on Title VI provisions and operation and identifying Title VI issues and resolution of complaints. A summary of the training conducted will be included in the annual summary.

External Complaint Process

The Town will promptly investigate all properly submitted complaints of alleged discrimination. The Town will also attempt to resolve such complaints and take corrective action upon the finding of a substantiated complaint. Within 60 days of receiving a complete complaint, the Town will submit its final investigative report to INDOT. The Town's complaint process provides a procedure for appeal of all unsubstantiated claims of discrimination.

Complaint Investigation Procedures

The Title VI Coordinator will make a determination to accept, reject or refer to the appropriate federal/state agency a complaint within seven calendar days of its receipt. The Town will determine whether the person or entity purportedly engaged in the alleged discriminatory act is a Town sub-recipient (the legal entity to which the Town made a sub-award, and which is accountable to the recipient for the

use of the funds provided). If the complaint does not specifically mention that the alleged discriminatory factor is a Town sub-recipient, the Town may presume so in deciding whether to accept the complaint for further processing.

These procedures apply to all complaints filed under title VI of the Civil Right Act of 1964 and its related statutes, regulations and directives. These procedures do not affect the right of the Complainant to file formal complaints with other state or federal agencies or to seek private counsel for complaints alleging discrimination. These procedures are part of an administrative process that does not provide for remedies that include punitive damages or compensatory remuneration for the Complainant.

The Town will make every effort to facilitate a voluntary early resolution of complaints at the lowest level possible. The Town may exercise the option of informal resolution at any stage of the process. The Title VI Coordinator will make every effort to pursue a resolution of the complaint.

The Title VI Coordinator may refer all complaints against the Town to INDOT or the FHWA or the appropriate Federal agency.

Who May File a Complaint?

Any person who believes that he or she has been excluded from participation in, denied the benefits of or otherwise subjected to discrimination under any Town service, program or activity whether federally funded or not, based on their religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap, low income status or limited English proficiency may file a complaint. A complainant's representative may also file a complaint on behalf of such a person.

Timeliness of Complaints

For a complaint against the Town or a sub-recipient to be considered timely, it must be filed within 180 calendar days after the alleged incident has occurred. The Town may waive the 180-day time limit for good cause at its discretion.

The file date of a complaint is the earlier of the postmark or date received by the Town.

The Town will determine on a case-by-case basis whether to waive the time limit for good cause. Good cause for a waiver shall include, but is not limited to, the following instances:

- **Lack of Knowledge**

The Town may waive the time limit in situations where the person on whose behalf the complaint was filed did not know of and could not have reasonably known of the violation during the 180-day time limit. The complainant must file his or her complaint within 60 days of becoming knowledgeable of the violation.

- **Incapacitation**

The Town may also waive the time limit in situations where the person on whose behalf the complaint was filed was incapacitated because of illness or other documentation of the purported incapacitation. The complainant must file his or her complaint within 60 days after the period of incapacitation ends.

Location/availability of Complaint Forms

The Complaint Form is available online via the Town website. Additionally, persons may contact the Title VI Coordinator to request a copy of the complaint form via email, facsimile or United States mail. The Town's Title VI Coordinator shall provide copies of its complaint form in alternative formats upon request.

How to File a Complaint?

A Complainant may file his or her complaint by U. S. mail, facsimile, or email. Any person with a disability

may request to file his or her complaint using an alternative format. The Town will acknowledge complaints received by fax or email and will process them once the Town establishes the identity of the Complainant. Complainants must mail a signed, original copy of the fax or email transmittal to the Town to begin the complaint process. The Town does not require a Complainant to use the Town's complaint form to submit his or her complaint.

Direct Title VI Complaints to:

Mr. Brad Meriwether
Deputy Director of Public Works
Town Title VI Coordinator
1100 W. Oak Street
Zionsville, IN 46077
(317) 873-4544

Elements of a Complete Complaint

A complete complaint is written and signed. Verbal complaints must be reduced to writing and provided to the Complainant for confirmation, review and signature before processing. The Title VI Complaint of Discrimination form is available for download from the Town's website at: <http://www.zionsville-in.gov/>. Additionally, a complete complaint is filed within 180 calendar days of the alleged discriminatory act(s) and includes at minimum the following information:

- The full name and address of the Complainant;
- The full name and address of the Respondent, the individual, agency, department or program that allegedly discriminated against Complainant; and
- A description of the alleged discriminatory act(s) that violated Title VI (i.e., an act of intentional discrimination or one that has the effect of discriminating on the basis of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap, low-income status or limited English proficiency and the date of occurrence.

The following items are not acceptable as a complete complaint unless accompanied by a signed cover letter that specifically requests the Town take action concerning the allegations:

- Anonymous complaints
- Inquiries seeking advice or information
- Newspaper articles
- Courtesy copies of court pleadings
- Courtesy copies of complaints addressed to other agencies
- Courtesy copies of internal grievances
- Oral complaints

The Title VI Coordinator shall notify the Complainant in writing if his or her complaint is incomplete and allot 15 calendar days for the Complainant to respond and provide the supplemental information needed to complete the complaint.

Processing Complaints

The Title VI Coordinator will process all complaints. The Title VI Coordinator is responsible for:

- Maintaining a log of all complaints. The Title VI Coordinator will note the complaint in the log (Exhibit 4) by sequential case number based on the year, month and order in which the Town received the complaint. For example, if the Town received its first complaint on March 4, 2011, the case number would be 2011-03-01.

- Acknowledging receipt of the complaint and informing the Complainant of the action taken or proposed action to be taken to process the complaint in the form of an acknowledgement letter. The letter of acknowledgement shall include a restatement of the complaint, a brief statement of the Town's jurisdiction over the sub-recipient, if the complaint is regarding a sub- recipient, and contact information for the investigator assigned to conduct the investigation.
- Providing written notice of the complaint to INDOT within 10 working days of receipt of the complaint.
- Forwarding a notice via certified mail to the Respondent informing them of the allegations, requesting a position statement and providing the name and telephone number of the Title VI Program staff person assigned to investigate the complaint.
- Informing the Complainant that he or she has a right: (1) to have a witness or representative present during any interviews and (2) to submit any documentation he or she perceives as relevant to proving the allegations contained in the complaint.
- Providing the Respondent with an opportunity to respond to all aspects of the Complainant's allegations.
- Determining which witnesses will be contacted and interviewed.
- Contacting the Complainant at the conclusion of the investigation to provide the Complainant an opportunity to provide additional information before the Town prepares its final report to be forwarded to INDOT.
- Writing a confidential investigative report (IR) and forwarding a copy of the same to INDOT. The report shall not be disclosed to the Complainant or Respondent. The report shall include the following:
 - A summary of the written complaint;
 - A brief description of the standard of review/methodology used to investigate the complaint;
 - Summarized statements taken from witnesses;
 - Findings of fact and an analysis of the evidence gathered. The analysis should address each allegation in the complaint and Respondent's position;
 - A determination, based on the preponderance of evidence presented, of whether the complaint is substantiated or unsubstantiated; and
 - Proposed corrective action for substantiated cases;
- Drafting a Letter of Findings (LOF) and mailing the LOF to INDOT, Respondent and Complainant (by certified mail) within 60 calendar days of the date the complaint was received by the Town. The LOF will include the following:
 - A summary of the written complaint;
 - A brief description of the standard of review/methodology used to investigate the complaint;
 - Findings of fact and an analysis of the evidence gathered. The analysis should address each allegation in the complaint and Respondent's position;
 - A determination, based on the preponderance of evidence presented, of whether the complaint is substantiated or unsubstantiated;

- Proposed corrective action for substantiated cases; and
- A notice of the right to appeal to the FHWA with an outline of the procedures for appeal.

Corrective Action

If the Town recommends corrective action, the Town will give the Respondent 30 calendar days to inform the Town of the actions taken for compliance. The Title VI Coordinator shall monitor Respondent's corrective action compliance. Corrective action may include actions that the Respondent will complete at a future date after the initial 30 days and must include the projected time in which the Respondent will complete the action. If the Respondent has not taken the recommended corrective action within the 30-day period allowed, the Town will find the Respondent to be in noncompliance with Title VI and its implementing regulations. Noncompliance not corrected by informal means as described above may be subject to sanctions as per 49 CFR § 21.13.

Pre-Investigative/Administrative Closures

It is the general practice of the Town to investigate all complete complaints; however, the Town may administratively close a complaint at its discretion. The types of complaints that may be administratively closed and will not be investigated include, but are not limited to, the following:

- Complaints that fail to state a claim or provide any substantial or coherent claim;
- Complaints that are outside the scope of the Town's Title VI jurisdiction;
- Untimely complaints filed more than 180 days after the alleged discriminatory acts;
- Complaints voluntarily withdrawn by the Complainant;
- Complaints in which the investigation has been impaired by the Town's inability to locate the Complainant;
- Complaints that are a continuation of a pattern of previously filed complaints involving the same or similar allegations against the same recipient or other recipients that repeatedly have been found factually or legally unsubstantiated by the Town;
- Complaints containing the same allegations and issues that have been addressed in a recently closed complaint or compliance review conducted by the Town;
- Complaints containing allegations that are foreclosed by previous decisions by the Federal courts, Department of Justice or the Town policy determinations;
- Complaints filed for complainants or parties who refuse to cooperate with the investigation and whose lack of cooperation substantially impairs the completion of the investigation. In such circumstances, the Complainant should be contacted and advised that their lack of cooperation has hindered the investigation. Furthermore, the Complainant must be advised that continued failure to cooperate may result in an administrative closure of the complaint without further investigation;
- Complaints transferred to another agency for investigation; and
- Complaints where the death of a Complainant makes it impossible to investigate the allegations fully or the death of the Complainant forecloses the possibility of relief because the complaint involved potential relief solely for the Complainant or injured party.

The Town shall notify Complainants in writing via certified mail when a determination is made to administratively close a case without further investigation. The notification shall include an explanation of the basis for the administrative closure.

Appeals Procedures

The Complainant has the right to appeal to INDOT any determination that results in an unsubstantiated claim. The Town will convey to the Complainant the procedures for filing the appeal to INDOT along with the Letter of Findings. The procedure for filing an appeal with INDOT is:

- Complainant must submit the appeal in writing to the Title VI Coordinator within 14 calendar days of receipt of the Town's Letter of Findings.
- Complainant must cite in the appeal the specific portion(s) of the finding with which the Complainant disagrees and the reason(s) for the disagreement.
- The Town will forward the appeal and the record within seven calendar days to INDOT for review.
- INDOT has 30 calendar days after the receipt of the appeal to complete its review.
- Written findings of INDOT are then sent to the Complainant and the Town Mayor.

Confidentiality

In accordance with DOT Order 1000.12, the Town shall keep all complainants' identities confidential except to the extent necessary for carrying out an investigation. If an investigator determines that it is necessary to disclose the Complainant's identity to the Respondent or a third party the investigator must first obtain Complainant's written permission. Furthermore, the Town shall obtain a Complainant's written consent before providing a copy of the complaint to the Respondent or a third party.

Records

The Title VI Coordinator shall maintain all records of an investigation in a confidential area for three (3) years after the completion of the investigation.

Summary of Complaints Received

- None received to date.

Public Participation and Outreach

The Town's Title VI Coordinator will provide information to update the Title VI webpage as needed.

The Town of Zionsville, Indiana will make available a Voluntary Title VI Public Involvement Survey (Exhibit 5) available at all public meetings and hearings. The Presiding Officer is responsible for making an announcement at the beginning and at the end of the meeting or hearing informing the attendees of the purpose of the survey and to request the attendees to complete the survey.

The completed surveys will be retained for three years from the date of the meeting or hearing.

Title VI Civil Rights Compliance Reviews

The Town of Zionsville, Indiana shall perform annual reviews to determine overall compliance with Title VI of the Civil Rights Act of 1964, which prohibits discrimination against person(s) based on race, color, national origin, disability, sex, age, low-income status or limited English proficiency in programs or activities, receiving Federal financial assistance. The Town of Zionsville shall perform annual reviews through interviews and document reviews within each department. (See Exhibit 6 Compliance Review Form).

Limited English Proficiency (LEP) Plan

This Limited English Proficiency Plan has been prepared to address the Town of Zionsville, Indiana responsibilities as a recipient of federal financial assistance as they relate to the needs of individuals with limited English language skills. The plan has been prepared in accordance with Title VI of the Civil Rights Act of 1964, U.S.C. 2010, and its implemented regulations provide that no person shall be subjected to discrimination on the basis of race, color, national origin, disability, sex, age, low-income status or limited English proficiency under any program or activity that receives federal financial assistance.

Executive Order 13166, titled *Improving Access to Services for Persons with Limited English Proficiency*, indicates that differing treatment based upon a person's inability to speak, read, write or understand English is a type of national origin discrimination. It directs each federal agency to publish guidance for its respective recipient clarifying their obligation to ensure that such discrimination does not take place. This order applies to all state and local agencies which receive federal funds, including all Town of Zionsville's departments and divisions receiving federal grant funds.

In developing the plan while determining the Town of Zionsville's extent of obligation to provide LEP services, the Town of Zionsville undertook the U. S. Department of Transportation's four-factor analysis which considers the following factors:

- 1. The number or proportion of LEP person in the service area who may be served or are likely to encounter a Town program, activity, or service.**
- 2. The frequency with which LEP individuals come in contact with a Town program, activity, or service.**
- 3. The nature and importance of the program, activity, or service provided by the Town to LEP community. The resources available to the Town and overall cost to provide LEP assistance.**
- 4. The available resources of the Town and associated costs.**

Language Assistance

A person who does not speak English as their primary language and who has a limited ability to read, write, speak or understand English may be a Limited English Proficient person and may be entitled to language assistance with respect to the Town of Zionsville's programs and activities. Language assistance can include interpretation, which means oral or spoken transfer of a message from one language into another language and/or translation, which means the written transfer of a message from one language into another language. The Town of Zionsville will determine when interpretation and/or translation are needed and are reasonable. How the Town of Zionsville staff may identify if an interpreter is needed or if an LEP person needs language assistance:

- Examine records to see if requests for language assistance have been received in the past, either at meetings or over the phone, to determine whether language assistance might be needed at future events.
- Have Language Identification Flashcards (see Exhibit 7) available at Town events near the registration

table and at customer service areas easily accessible to the staff. Individual's self- identifying as persons not proficient in English may not be able to be accommodated with translation assistance at the time, but it will assist in identifying language assistance needs for future events.

Language Assistance Measures

Although there is likely a very low percentage in the Town of Zionsville of LEP individuals, that is, persons who speak English "not well" or "not at all", the Town of Zionsville will strive to offer language assistance using the following measures:

- If an individual asks for language assistance and the Town of Zionsville determines that the individual is an LEP person and if language assistance is necessary to provide meaningful access. The Town of Zionsville has the discretion to determine whether language assistance is needed, and if so, the type of language assistance necessary to provide meaningful access.
- When an interpreter is needed, in person or on the telephone, staff will attempt to determine what language is required and access the language interpreting service provided to the staff.
- The Town of Zionsville will periodically assess the need for language assistance based on requests for interpreters and/or translation.

Summary of Language Services requests 2025

- None received

Title VI Accomplishments

2025 Accomplishment	GOAL DATE	COMPLETION DATE
Maintained complaint log	9/30	9/30
Named a new Title VI Coordinator	9/30	9/30
Submitted updated Title VI report to INDOT	9/30	9/30

Title VI Goals

2026 Goals	GOAL DATE	COMPLETION DATE
Track and break down attendance at public meetings/hearings by ethnicity, race, gender, and disability.	1 st QTR	
Review of all programs for Title VI implications	2 nd QTR	
Meet with the liaisons to provide training on new or changed procedures within the Title VI Plan. Also determine if additional training is required for their area of responsibility.	3 rd QTR	
Improve the data collection process to receive information on a timely basis	4 th QTR	
Maintain complaint log	4 th QTR	

Exhibit 1

Town of Zionsville, Indiana

Standard U.S. DOT Title VI Assurances

The Town of Zionsville, Indiana (hereinafter referred to as the "Recipient") HEREBY AGREES THAT as a condition to receiving any Federal financial assistance from the Department of Transportation, it will comply with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d-42 U.S.C. 2000d-4 (hereinafter referred to as the Act), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-Assisted Programs of the Department of Transportation- Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures (hereinafter referred to as the Regulations) and other pertinent nondiscrimination authorities and directives, to the end that in accordance with the Act, Regulations, and other pertinent nondiscrimination authorities and directives, no person in the United States shall, on the grounds of religion, race, color, national origin, sex (23 USC 324), sexual orientation, gender identity (Executive Order 13672), age (42 USC 6101), disability/handicap (29 USC 790) and low income (Executive order 12898) 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 Department of Transportation, including the Indiana Department of Transportation, and

HEREBY GIVES ASSURANCE THAT it will promptly take any measures necessary to effectuate this agreement. This assurance is required by Title 49 of Federal Regulations, subsection 21.7(a) (1) and Title 23 Code of Federal Regulations, section 200.9(a) (1) of the Regulations, a copy of which is attached.

More specifically and without limiting the above general assurance, the Recipient hereby gives the following specific assurances with respect to its Federal Aid Highway Program:

1. That the Recipient agrees that each "program" and each "facility" as defined in subsections 21.23(e) and (b) and 23 CFR 200.5(k) and (g) of the Regulations, will be (with regard to a "program") conducted, or will be (with regard to a "facility") operated in compliance with all requirements imposed by, or pursuant to, the Regulations.

2. That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations and made in connection with all Federal Aid Highway Programs and, in adapted form, all proposals for negotiated agreements:

The Town of Zionsville, Indiana, in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office the Secretary, Part 21, Nondiscrimination in Federally assisted programs of the Department of Transportation and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes, issued pursuant to such Acts, hereby notifies all bidders that it will affirmatively insure that in any contact entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income in consideration for an award.

3. That the Recipient shall insert the clauses of Appendix A of this assurance in every contract subject to the Acts and the Regulations.

4. That 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 a transfer of real property, structures, or improvements thereon, or interest therein.

5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the assurance shall 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 shall extend to rights

to space on, over or under such property.

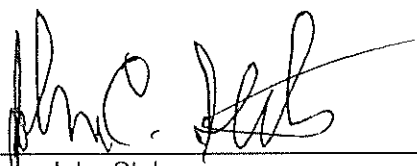
7. That the Recipient shall include the appropriate clauses set forth in Appendix C of this assurance, as a covenant running with the land, in any future deeds, leases, permits, licenses, and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under Federal Aid Highway Program; and
(b) for the construction or use of or access to space on, over or under real property acquired, or improved under Federal Aid Highway 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 shall provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he delegates specific authority to give reasonable guarantee that it, other recipients, sub-grantees, contractors, subcontractors, 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.

THIS ASSURANCE is given in consideration of and for the purpose of obtaining any and all Federal grants, loans, contracts, property, discounts or other Federal financial assistance extended after the date hereof to the Recipient Department of Transportation under the Federal Aid Highway Program and is binding on it, other recipients, sub-grantees, contractors, subcontractors, transferees, successors in interest and other participants in the Federal Aid Transportation Program. The person or persons whose signatures appear below are authorized to sign this assurance on behalf of the Recipient.



Mayor John Stehr



Date

APPENDIX A

The Town of Zionsville, Indiana will insert or add the following clauses into every contract subject to the Act and Regulations associated with the receipt of federal financial assistance:

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 shall comply with the Regulation relative to nondiscrimination in Federally assisted programs of the Department of Transportation (hereinafter, "DOT") Title 49, Code of Federal Regulations, Part 21, and the Federal Highway Administration (hereinafter "FHWA") Title 23, Code of Federal Regulations, Part 200 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) Nondiscrimination: The Contractor, with regard to the work performed by it during the contract, shall not discriminate on the grounds of religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor shall not participate either directly or indirectly in the discrimination prohibited by section 49 CFR, section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.

(3) Solicitations for Subcontractors, 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 shall be notified by the contractor of the contractor's obligations under this contract and the Regulations relative to nondiscrimination on the grounds of religion, race, color, or national origin, sex, sexual orientation, gender identity, age disability/handicap and low income.

(4) Information and Reports: The contractor shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Town of Zionsville , Indiana or the Indiana Department of Transportation (hereinafter, "INDOT") or the Federal Highway Administration (FWHA) to be pertinent to ascertain compliance with such Regulations, orders and instructions. 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 Town of Zionsville , Indiana, or the Indiana Department of Transportation or the Federal Highway Administration as appropriate, and shall set forth what efforts it has made to obtain the information.

(5) Sanctions for Noncompliance: In the event of the contractor's noncompliance with the nondiscrimination provisions of this contract, the Town of Zionsville , Indiana shall impose such contract sanctions as it or INDOT or FHWA may determine to be appropriate, including, but not limited to:

(a) withholding of payments to the contractor under the contract until the contractor complies, and/or

(b) cancellation, termination or suspension of the contract, in whole or in part.

(6) Incorporation of Provisions: The contractor shall include the provisions of paragraphs (1) through (6) in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

The contractor shall take such action with respect to any subcontractor procurement as the Town of Zionsville , Indiana or INDOT or FHWA may direct as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, that, in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or supplier as a result of such direction, the contractor may request the Town of Zionsville , Indiana to enter into such litigation to protect the interests of the Town of Zionsville , Indiana, and, in addition, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

APPENDIX B

When the Town of Zionsville, Indiana is the recipient of real property, structures or improvements thereon, or interest therein from the United States, the following clauses shall be included in any and all deeds affecting or recording the transfer of property:

A. The following clauses shall be included in any and all deeds effecting or recording the transfer of real property, structures or improvements thereon, or interest therein from the United States.

(GRANTING CLAUSE)

NOW, THEREFORE, the Department of Transportation, as authorized by law, and upon the condition that the Town of Zionsville, Indiana will accept Title to the lands and maintain the project constructed thereon, in accordance with Title 23, United States Code of Federal Regulations, the Regulations for the Administration of Federal Aid Highway Program and the policies and procedures prescribed by INDOT or FHWA and, also in accordance with and in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in federally assisted programs of the Department of Transportation (hereinafter referred to as the Regulations) 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 Town of Zionsville, Indiana all the right, Title and interest of the 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 Town of Zionsville, Indiana 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 shall be binding on the Town of Zionsville, Indiana, its successors and assigns.

The Town of Zionsville, Indiana, 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 shall on the grounds of religion, race, color, or national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income 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 Town of Zionsville, Indiana shall 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, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, nondiscrimination in federally assisted programs of the Department of Transportation - Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulation, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended [,] and (3) that in the event of breach of any of the above-mentioned nondiscrimination conditions, the Department shall have a right to reenter said lands and facilities on said land, and the above described land and facilities shall thereon revert to and vest in and become the absolute property of the 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 in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

APPENDIX C

The following clauses shall be included in all deeds, licenses, leases, permits, or similar instruments entered into by the Town of Zionsville, Indiana pursuant to the provisions of Assurance 7(a).

The (grantee, licensee, lessee, permittee, etc., as appropriate) for himself, his 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 land"] that 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 Department of Transportation program or activity is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) shall maintain and operate such facilities and services in compliance with all other requirements imposed pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation - Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended.

[Include in licenses, leases, permits, etc.]*

That in the event of breach of any of the above nondiscrimination covenants, the Town of Zionsville, Indiana shall have the right to terminate the [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon, and hold the same as if said [licenses, lease, permit, etc.] had never been made or issued.

[Include in deed.]*

That in the event of breach of any of the above nondiscrimination covenants, the Town of Zionsville, Indiana shall have the right to reenter said lands and facilities thereon, and the above described lands and facilities shall thereupon revert to and vest in and become the absolute property of the Town of Zionsville, Indiana and its assigns.

The following shall be included in all deeds, licenses, leases, permits, or similar agreements entered into by the Town of New Haven, Indiana pursuant to the provisions of Assurance 7(b).

The (grantee, licensee, lessee, permittee, etc., as appropriate) for himself, his 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 religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income shall be excluded from participation in, denied the benefits of, or he 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, religion, race, color, national origin, sex, sexual orientation, gender identity, age, disability/handicap and low income, shall be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) shall use the premises in compliance with all other requirements imposed by or pursuant to Title 49, Code of Federal Regulations. Department of Transportation, Subtitle A, Office of the Secretary. Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation - Effectuation of Title VI of the Civil Rights Act of 1964), Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended.

[Include in licenses, leases, permits, etc.]*

That in the event of breach of any of the above nondiscrimination covenants, the Town of Zionsville, Indiana shall have the right to terminate the [license, lease, permit, etc.] and to reenter and repossess said land and the facilities thereon, and hold the same as if said [license, lease, permit, etc.] had never been made or issued.

[Include in deeds]*

* Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964

That in the event of breach of any of the above nondiscrimination covenants, the Town of Zionsville , Indiana shall have the right to reenter said land and facilities there-on, and the above described lands and facilities shall thereupon revert to and vest in and become the absolute property of the Town of Zionsville , Indiana and its assigns.

Exhibit 2

Town of Zionsville, Indiana Title VI Notice to the Public

The Town of Zionsville, Indiana hereby gives public notice that it is the Town's policy to assure full compliance with Title VI of the Civil Rights Act of 1964. The Civil Rights Restoration Act of 1987, and the related statutes and regulations in all programs and activities. Title VI requires that no person shall, on the grounds of race, color, national origin, disability, sex, age, low income status or limited English proficiency be excluded from the participation in, be denied the benefits of or be otherwise subjected to discrimination under any Federal Aid Highway program or other activity for which the Town of Zionsville, Indiana receives federal financial assistance.

Any person who believes they have been aggrieved by an unlawful discriminatory practice under title VI has a right to file a formal complaint with the Town of Zionsville, Indiana. Any such complaint must be filed with the Town of Zionsville, Indiana within one hundred and eighty (180) days following the date of the alleged discriminatory occurrence. Title VI Discrimination Complaint forms may be obtained from the Town of Zionsville, Indiana at no cost to the complainant by calling (317) 873-5410 or emailing bmeriwether@zionsville-in.gov.

Exhibit 3

EXTERNAL COMPLAINT OF DISCRIMINATION

Brad Meriwether, Title VI Coordinator
1100 West Oak Street
Zionsville, IN 46077
Telephone number: (317) 873-4544
E-mail address: bmeriwether@zionsville-in.gov

INSTRUCTIONS:

The purpose of this form is to help any person interested in filing a discrimination complaint with the Town of Zionsville, Indiana. If the complaint is against the Town of Zionsville, Indiana, the Town's Title VI Coordinator will forward it to the appropriate federal agency for investigation.

You are not required to use this form. You may write a letter with the same information, sign it and return it to the address printed above.

All items in bold must be completed for your complaint to be investigated. Failure to provide complete information may impair the investigation of your complaint.

Title VI of the Civil Rights Act of 1964, as amended and its related statutes and regulations (Title VI) prohibit discrimination on the basis of race, color, national origin, disability, sex, age, low income status or limited English proficiency in connection with programs or activities receiving federal financial assistance from the United States Department of Transportation, Federal Highway Administration and/or Federal Transit Administration. These prohibitions extend to the Town of Zionsville, Indiana as a direct recipient of federal financial assistance and to its sub-recipients, consultants, and contractors, whether federally funded or not.

The Town of Zionsville, Indiana will provide assistance if you are an individual with a disability or have limited English proficiency. Complaints may also be filed using alternative formats, such as a computer disk, audiotape or Braille. For TTY customers, dial 711 to reach the Indiana Relay Service.

You also have the right to file a complaint with other state or federal agencies that provide federal financial assistance to the Town of Zionsville, Indiana. Additionally, you have a right to seek private counsel.

The Town of Zionsville, Indiana and its sub-recipients, consultants, and contractors are prohibited from retaliating against any individual because he or she opposed an unlawful policy or practice, filed charges, testified, or participated in any complaint action under Title VI or other nondiscrimination authorities.

Please make a copy of your complaint form for your personal records. Mail the original complaint form along with any copies of documents or records relevant to your complaint to the address above. Complaints of discrimination must be filed within 180 days of the date of the alleged discriminatory act. If the alleged act of discrimination occurred more than 180 days ago, please explain your delay in filing this complaint.

****Your complaint cannot be processed without your signature.**

COMPLAINT INFORMATION		
Name (first, middle, and last)		
Address (number and street, city, state and ZIP code)		
Home telephone number () -	Work telephone number () -	Cellular telephone number () -
Name of complainant		Date (month, day, year)

PERSON/AGENCY/COMPANY YOU BELIEVE DISCRIMINATED AGAINST YOU	
Name (first, middle, and last)	Title
Name of company	
Address (number and street, city, state and ZIP code)	
Home telephone number () -	Work telephone number () -
Cellular telephone number () -	
When was the last alleged discriminatory act? (month, day, year) _____	

Complaints of discrimination must be filed within 180 days of the date of the alleged discriminatory act. If the alleged act of discrimination occurred more than 180 days ago, please explain your delay in filing this complaint.
The alleged discrimination was based on: ☐ Race ☐ Color ☐ Age ☐ Gender ☐ National Origin ☐ LEP ☒ Disability ☐ Ancestry ☐ Retaliation ☐ Religious Affiliation ☐ Income Status

Name of complainant		Date (month, day, year)
Provide the names of any individuals with additional information regarding your complaint:		
Name of witness 1 (first, middle, and last)		Title
Name of company		
Address (number and street, Town state and ZIP code)		
Home telephone number () -	Work telephone number () -	Cellular telephone number () -
Include a brief description of the relevant information the witness may provide to support your complaint of discrimination.		
Name of witness 2 (first, middle, and last)		Title
Name of company		
Address (number and street, Town state and ZIP code)		
Home telephone number () -	Work telephone number () -	Cellular telephone number () -
Include a brief description of the relevant information the witness may provide to support your complaint of discrimination.		
Name of witness 3 (first, middle, and last)		Title
Name of company		
Address (number and street, Town state and ZIP code)		
Home telephone number () -	Work telephone number () -	Cellular telephone number () -
Include a brief description of the relevant information the witness may provide to support your complaint of discrimination.		

Name of complainant	Date (month, day, year)
How would you like your complaint to be resolved?	
Have you filed a complaint alleging the same discrimination with another state or federal agency? ☐ Yes ☐ No	
<i>If yes, please provide the following information for each agency:</i>	
Name of agency	Date complaint filed (month, day, year)
Case number assigned to your complaint	Current status of your complaint
How did you learn about your right to file a discrimination complaint with the Town of Zionsville , Indiana?	
Signature	Date signed (month, day, year)

Exhibit 4

[illegible]

Exhibit 5

Voluntary Title VI Public Involvement Survey

As an obligation for receiving federal highway funds, the Indiana Department of Transportation requires the Town of Zionsville, Indiana to gather statistical data on participants and beneficiaries of the agency's federal aid highway programs and activities. Accordingly, the Town of Zionsville collects information on race, color, national origin, and sex of the attendees of this public meeting to ensure the inclusion of all segments of the population affected by a proposed project.

The Town of Zionsville wishes to clarify that this information gathering process is **completely voluntary** and that you are not required to disclose the statistical data requested in order to participate in this meeting. This form is a public document.

The completed forms will be held on file in the Title VI Coordinator's Office of the Town of Zionsville at:

Zionsville Town Hall
1100 West Oak Street
Zionsville, IN 46077
Phone: (317) 873-5410

Project Name:	Date:
Meeting location:	
☐ Male ☐ Female	
General ethnic identification categories	
☐ Caucasian ☐ Hispanic American ☐ American Indian/Alaskan Native	
☐ African American ☐ Asian/Pacific Islander ☐ Other _____	

After you complete this form, please fold it and place it on the sign-in tab

Exhibit 6**Town of Zionsville, Indiana
Title VI Compliance Review Form**

Name of Preparer: Brad Meriwether	Date: 9/30/2025
Department: Department of Public Works	Phone No.: (317) 873-4544

Data Collection - Do you have a process to collect the following:

Number of INDOT federally funded projects awarded during the past two years.

☒ Yes ☐ No

If yes, provide the number by year for the past two years below:

There have been 0 federally funded projects awarded for the past two years.

If no, explain why below:

Number of Title VI complaints received for the past three years.

☒ Yes ☐ No

If yes, provide the number received by year for the past three years below:

There have been 0 Title VI complaints over the last three years.

If no, explain why below:

Attendance at public meetings/hearings tracked and broken down by ethnicity, race, gender and disability.

☐ Yes ☒ No

If yes, provide the attendance statistics for last year below:

If no, explain why below:

This process does not currently exist.

Statistical data collected on ethnicity, race, gender and disability for communities impacted by construction projects.

☐ Yes ☒ No

If yes, provide the data collected below for the past year:

If no, explain why below:

This process does not currently exist.

Name of Preparer: Brad Meriwether	Date: 9/30/2025
---	---------------------------

Do you have a Limited English Proficiency (LEP) procedure in place?

☒ Yes ☐ No

If yes, provide the number of LEP persons requesting service below:

There have been 0 LEP persons requesting service.

If no, explain why below:

Policies, Procedures and Processes:

Do you and your staff understand the Title VI Policy and procedure guidelines set in place for the Town?

☒ Yes ☐ No

If no, explain why below:

Statistical data collected on ethnicity, race, gender and disability for all right-of-way relocates.

☒ Yes ☐ No

If yes, provide the data collected below for the past year:

There have been 0 right-of-way relocates in the past year.

If no, explain why below:

Do you have proof of public dissemination of the Title VI Policy or Policy Statement?

☒ Yes ☐ No

If yes, provide dates and/or copies of the dissemination (i.e. newspaper, website, etc.).

The Title VI Policy has been posted on the Town of Zionsville's website since it was adopted.

If no, explain why below:

Name of Preparer:
Brad Meriwether

Date:
9/30/2025

Training:

Have you and your staff received Title VI training (formal or Informal)?

☒ Yes ☐ No

If no, explain why below:

Exhibit 7

2004 Census Test		United States Census 2010	
LANGUAGE IDENTIFICATION FLASHCARD			
☐	ضع علامة في هذا المربع إذا كنت تقرأ أو تتحدث العربية.	1. Arabic	
☐	Խոսողո՞ւմ ե՞նք հայո՞ւմ կամսօրհօք աշխատո՞ւմունք, եթե խոսում կամ կարդում եք հայերեն:	2. Armenian	
☐	যদি আপনি বাংলা পড়েন বা বলেন তা হলে এই বাক্সে দাগ দিন।	3. Bengali	
☐	ឈ្មោះបញ្ជាក់ក្នុងប្រអប់នេះ បើអ្នកអាន ឬនិយាយភាសា ខ្មែរ ។	4. Cambodian	
☐	Motka i kahhon ya yangin untungnu' manaitai pat untungnu' kumentos Chamorro.	5. Chamorro	
☐	如果你能读中文或讲中文，请选择此框。	6. Simplified Chinese	
☐	如果你能讀中文或講中文，請選擇此框。	7. Traditional Chinese	
☐	Označite ovaj kvadratić ako čitate ili govorite hrvatski jezik.	8. Croatian	
☐	Zaškrtněte tuto kolonku, pokud čtete a hovoříte česky.	9. Czech	
☐	Kruis dit vakje aan als u Nederlands kunt lezen of spreken.	10. Dutch	
☐	Mark this box if you read or speak English.	11. English	
☐	اگر خواندن و نوشتن فارسی بلد هستید، این مربع را علامت بزنید.	12. Farsi	

DB-3309

U.S. DEPARTMENT OF COMMERCE
Economics and Statistics Administration
U.S. CENSUS BUREAU

☐ Cocher ici si vous lisez ou parlez le français.	13. French
☐ Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen.	14. German
☐ Σημειώστε αυτό το πλαίσιο αν διαβάσετε ή μιλάτε Ελληνικά.	15. Greek
☐ Make kazye sa a si ou li oswa ou pale kreyòl ayisyen.	16. Haitian Creole
☐ अगर आप हिन्दी बोलते या पढ़ सकते हैं तो इस बक्स पर चिह्न लगाएँ।	17. Hindi
☐ Kos lub voj no yog koj paub twm thiab hais lus Hmoob.	18. Hmong
☐ Jelölje meg ezt a kockát, ha megérti vagy beszél a magyar nyelvet.	19. Hungarian
☐ Markaam daytoy nga kahon no makabasa wenno makasaoa iti Ilocano.	20. Ilocano
☐ Marchi questa casella se legge o parla italiano.	21. Italian
☐ 日本語を読んだり、話せる場合はここに印を付けてください。	22. Japanese
☐ 한국어를 읽거나 말할 수 있으면 이 칸에 표시하십시오.	23. Korean
☐ ໃຊ້ໝາຍໃສ່ຊ່ອງນີ້ ຖ້າທ່ານອ່ານຟັງປາກມາຂາວ.	24. Laotian
☐ Prosimy o zaznaczenie tego kwadratu, jeżeli posługuje się Pan/Pani językiem polskim.	25. Polish

☐	Assinale este quadrado se você lê ou fala português.	26. Portuguese
☐	Însemnați această căsuță dacă citiți sau vorbiți românește.	27. Romanian
☐	Пометьте этот квадратик, если вы читаете или говорите по-русски.	28. Russian
☐	Обележите овај квадратикъ уколико читате или говорите српски језик.	29. Serbian
☐	Označte tento štvorček, ak viete čítať alebo hovoriť po slovensky.	30. Slovak
☐	Marque esta casilla si lee o habla español.	31. Spanish
☐	Markahan itong kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog.	32. Tagalog
☐	ໂຕກຳເໜືອນນາມສະໂມສອນຈຳນວນດ້ານເທິງກຳກັດໂທນ.	33. Thai
☐	Maaka 'i he puha ni kapau 'oku ke lau pe lea fakatonga.	34. Tongan
☐	Відмітьте цю клітинку, якщо ви читаете або говорите українською мовою.	35. Ukranian
☐	اگر آپ اردو پڑھتے یا بولتے ہیں تو اس خانے میں نشان لگائیں۔	36. Urdu
☐	Xin đánh dấu vào ô này nếu quý vị biết đọc và nói được Việt Ngữ.	37. Vietnamese
☐	באצייכנט דעם קעסטל אויב איר לייענט אדער רעדט אידיש.	38. Yiddish

Exhibit 8

TRAINING LOG

NAME	TITLE	TRAINING RECEIVED	DATE	PROVIDER
Adam Opacian	DPW/Wastewater Dept.	Y	2/10/2025	Town of Zionsville
Matthew Deeter	Police Department	Y	4/7/2025	Town of Zionsville
Olin Leising	Police Department	Y	4/7/2025	Town of Zionsville
Joseph Ross	Police Department	Y	4/7/2025	Town of Zionsville
Evan Rice	Police Department	Y	4/21/2025	Town of Zionsville
Sally Harrell	Parks Department	Y	4/29/2025	Town of Zionsville
Carly Hahn	Parks Department	Y	5/20/2025	Town of Zionsville
Luther Bass	Parks Department	Y	5/20/2025	Town of Zionsville
Nathaniel Troyer	Parks Department	Y	5/20/2025	Town of Zionsville
Nicholas Keyler	DPW/Wastewater Dept.	Y	5/22/2025	Town of Zionsville
Beau Bettis	DPW/Wastewater Dept.	Y	5/27/2025	Town of Zionsville
Jose Rodriguez Trujillo	Planning Department	Y	6/30/2025	Town of Zionsville
Anthony Bear	Fire Department	Y	7/7/2025	Town of Zionsville
Jacob Steiner	Fire Department	Y	7/7/2025	Town of Zionsville
Connor Hole	Police Department	Y	7/28/2025	Town of Zionsville
Kevin Hutt	Parks Department	Y	7/29/2025	Town of Zionsville
Brad Meriwether	Deputy Director of DPW	Y	8/11/2025	Town of Zionsville
Brad Meriwether	Deputy Director of DPW	Y	8/14/2025	INDOT
Anthony Western	DPW/Street Department	Y	9/2/2025	Town of Zionsville
		Y / N		
		Y / N		
		Y / N		
		Y / N		
		Y / N		
		Y / N		
		Y / N		
		Y / N		
		Y / N		
		Y / N		
		Y / N		
		Y / N		
		Y / N		