

Title VI Plan

HOZHONI FOUNDATION, INC.

2024

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Executive Summary

The Hozhoni Foundation, Inc. offers residential, day and employment services to adults with intellectual/developmental disabilities in Flagstaff, Prescott and Cottonwood, Arizona. Transportation services are provided in Flagstaff and Prescott only. The 5310 Program grant funds provide matching assistance for large vans that are used to transport our clients to their daytime activities, health appointments, leisure activities, grocery shopping, and more.

The Hozhoni Foundation has been receiving 5310 grant funds for several decades, for purchase of vans used for transport of our clients, some of which are elderly, and all of which have intellectual/developmental disabilities. Hozhoni is a 501(c)3 nonprofit corporation with a Board of Directors, consisting of 9 members.

What type of program fund(s) did you apply for?

- 5310
- 5311
- Other (please explain) _____

Type of Funding Requests? (Check all that apply)

- Vehicle Funds
- Operating Funds
- Other (please explain) _____

Is your agency receiving direct funds from FTA?

- If yes, please attach a copy of your FTA letter of approval of Title VI Plan.
- No

Non Discrimination Notice to the Public

Notifying the Public of Rights Under Title VI and ADA HOZHONI FOUNDATION, INC.

HOZHONI FOUNDATION, INC. operates its programs and services without regard to race, color, national origin or disability in accordance with 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 (ADA). Any person who believes she or he has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with the **HOZHONI FOUNDATION, INC.**.

For more information on the **HOZHONI FOUNDATION, INC.**'s civil rights program, and the procedures to file a complaint, contact **Lex Heerding, (928) 526-7944, email info@hozhoni.com;** or visit our administrative office at **2133 N. Walgreens, Flagstaff, Arizona, 86004.** For more information, visit **www.hozhoni.com.**

Complaints may be filed directly with the Arizona Department of Transportation (**ADOT**) **Civil Rights Office.** ATTN: Title VI Program Coordinator 206 S. 17TH Ave MD 155A RM: 183 Phoenix AZ, 85007 or with the Federal Transit Administration (**FTA**). ATTN: Title VI Program Coordinator, 1200 New Jersey Ave., SE Washington DC 20590

If information is needed in another language, contact **(928) 526-7944.**

Para información en Español llame: **LEX HEERDING, (928) 526-7944**

The above notice is posted in the following locations: **in the lobby at our administrative locations in Flagstaff, Prescott and Cottonwood, Arizona, and on our transit vehicles.**

This notice is posted online at **www.hozhoni.com**

Non Discrimination Notice to the Public - Spanish

Aviso Público Sobre los Derechos Bajo el Título VI Y ADA HOZHONI FOUNDATION, INC.

HOZHONI FOUNDATION, INC. (y sus subcontratistas, si cualquiera) asegura cumplir con el Título VI de la Ley de los Derechos Civiles de 1964, Sección 504 de la Ley de Rehabilitación de 1973 y La Ley de ciudadanos Americanos con Discapacidades de 1990 (ADA). El nivel y la calidad de servicios de transporte serán proveídos sin consideración a su raza, color, país de origen, o discapacidad.

Para obtener más información sobre el programa de Derechos Civiles de **HOZHONI FOUNDATION, INC.**, y los procedimientos para presentar una queja, contacte **Lex Heerding (928) 526-7944**; o visite nuestra oficina administrativa en **2133 N. Walgreens, Flagstaff, Arizona, 86004**. Para obtener más información, visite **www.hozhoni.com**

Una queja puede ser presentada con la oficina de Derechos Civiles del Departamento de Transporte de Arizona (**ADOT**). Atención: Title VI Program Manager, 206 S. 17th Ave MD 155A Phoenix AZ, 85007 o con la Administración Federal de Transporte (**FTA**). Atención: Title VI Coordinator, 1200 New Jersey Ave., SE Washington DC 20590

The above notice is posted in the following locations: **in the lobby at our administrative locations in Flagstaff, Prescott and Cottonwood, Arizona, and on our transit vehicles.**

This notice is posted online at **www.hozhoni.com**

Non Discrimination ADA/Title VI Complaint Procedures

These procedures provide guidance for 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 (ADA) as they relate to any program or activity that is administered by **HOZHONI FOUNDATION, INC.** including consultants, contractors and vendors. Intimidation or retaliation as a result of a complaint is prohibited by law. In addition to these procedures, complainants reserve the right to file a formal complaint with other State or Federal agencies or to seek private counsel for complaints alleging discrimination. Every effort will be made to resolve complaints at the lowest possible level.

- (1) Any person who believes he and/or she has been discriminated against on the basis of race, color, national origin, or disability may file a Discrimination complaint by completing and submitting the agency's Title VI Complaint Form.
- (2) Formal complaints must be filed within **180** calendar days of the last date of the alleged act of discrimination or the date when the alleged discrimination became known to the complainant(s), or where there has been a continuing course of conduct, the date on which the conduct was discontinued or the latest instance of the conduct.
- (3) Complaints must be in writing and signed by the complainant(s) and must include the complainant(s) name, address and phone number. The ADA/Title VI contact person will assist the complainant with documenting the issues if necessary.
- (4) Allegations received by fax or e-mail will be acknowledged and processed, once the identity of the complainant(s) and the intent to proceed with the complaint have been established. For this, the complainant is required to mail a signed, original copy of the fax or email transmittal for the complaint to be processed.
- (5) Allegations received by telephone will be reduced to writing and provided to the complainant for confirmation or revision before processing. A complaint form will be forwarded to the complainant for him/her to complete, sign and return for processing.
- (6) Once submitted **HOZHONI FOUNDATION, INC.** will review the complaint form to determine jurisdiction. All complaints will receive an acknowledgement letter informing her/him whether the complaint will be investigated by the **HOZHONI FOUNDATION, INC.** or submitted to the State or Federal authority for guidance.

- (7) **HOZHONI FOUNDATION, INC.** will notify the ADOT Civil Rights Office of ALL Discrimination complaints within 72 hours via telephone at 602-712-8946; or email at civilrightsoffice@azdot.gov.
- (8) **HOZHONI FOUNDATION, INC.** has 10 business days to investigate the complaint. If more information is needed to resolve the case, the Authority may contact the complainant. The complainant has 10 business days from the date of the letter to send requested information to the investigator assigned to the case. If the investigator is not contacted by the complainant or does not receive the additional information within 10 business days, the Authority can administratively close the case. A case can be administratively closed also if the complainant no longer wishes to pursue their case.
- (9) After the investigator reviews the complaint, she/he will issue one of two letters to the complainant: a closure letter or a letter of finding (LOF). A closure letter summarizes the allegations and states that there was not a Discrimination violation and that the case will be closed. An LOF summarizes the allegations and the interviews regarding the alleged incident, and explains whether any disciplinary action, additional training of the staff member or other action will occur.
- (10) A copy of either the closure letter or LOF must be also be submitted to ADOT within **72** hours of that decision. Letters may be submitted by hardcopy or email.
- (11) A complainant dissatisfied with **HOZHONI FOUNDATION, INC.** decision may file a complaint with the Arizona Department of Transportation (**ADOT**) or the Federal Transit Administration (**FTA**) offices of Civil Rights: **ADOT**: ATTN ADA/Title VI Program Coordinator 206 S. 17TH Ave MD 155A RM: 183 Phoenix AZ, 85007 **FTA**: Attention Title VI Program Coordinator, East Building, 5th Floor-TCR 1200 New Jersey Ave., SE Washington DC 20590
- (12) A copy of these procedures can be found online at: **www.hozhoni.com**.

If information is needed in another language, contact **(928) 526-7944**. ***Para Información en Español llame: Lex Heerding (928) 526-7944**

Discrimination ADA/Title VI Complaint Form

Section I:		
Name:		
Address:		
Telephone (Home):	Telephone (Work):	
Electronic Mail Address:		
Accessible Format Requirements?	<input type="checkbox"/> Large Print	<input type="checkbox"/> Audio Tape
	<input type="checkbox"/> TDD	<input type="checkbox"/> Other
Section II:		
Are you filing this complaint on your own behalf?	<input type="checkbox"/> Yes*	<input type="checkbox"/> No
<i>*If you answered "yes" to this question, go to Section III.</i>		
If not, please supply the name and relationship of the person for whom you are complaining.		
Please explain why you have filed for a third party:		
Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party.	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Section III:		
I believe 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		
Date of Alleged Discrimination (Month, Day, Year): _____		
Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. Include the name and contact information of the person(s) who discriminated against you (if known) as well as names and contact information of any witnesses. If more space is needed, please use the back of this form.		

Section VI:		
Have you previously filed a Discrimination Complaint with this agency?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

If yes, please provide any reference information regarding your previous complaint.

Section V:

Have you filed this complaint with any other Federal, State, or local agency, or with any Federal or State court?

Yes No

If yes, check all that apply:

Federal Agency: _____

Federal Court: _____ State Agency: _____

State Court : _____ Local Agency: _____

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

Name:

Title:

Agency:

Address:

Telephone:

Section VI:

Name of agency complaint is against:

Name of person complaint is against:

Title:

Location:

Telephone Number (if available):

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

Signature

Date

Please submit this form in person at the address below, or mail this form to:

HOZHONI FOUNDATION, INC.

Lex Heerding

2133 N. Walgreens, Flagstaff, Arizona, 86004

(928) 526-7944

info@hozhoni.com

If información is needed in another language, contact **(928) 526-7944**. *Para información en Español llame: **(928) 526-7944**

A copy of this form can be found online at **www.hozhoni.com**

Discrimination ADA/Title VI Investigations, Complaints, and Lawsuits

HOZHONI FOUNDATION, INC. has not had any ADA nor Title VI Discrimination complaints, investigations, or lawsuits in **2022**.

Complainant	Date (Month, Day, Year)	Basis of Complaint (Race, Color, National Origin or Disability)	Summary of Allegation	Status	Action(s) Taken	Final Findings?
Investigations						
1) Name withheld for anonymity						
2)						
Lawsuits						
1)						
2)						
Complaints						
1)						
2)						

Public Participation Plan

HOZHONI FOUNDATION, INC.

Hozhoni Foundation is engaging the public in its planning and decision-making processes, as well as its marketing and outreach activities. The public will be invited to participate in the process through public meetings.

As an agency receiving federal financial assistance, **HOZHONI FOUNDATION, INC.** made the following community outreach efforts and activities to engage our clients, and potential new clients. Please note that Hozhoni Foundation is providing transportation only to clients for which service authorization through AHCCCS/DDD (State Medicaid), DES/RSA, or through the Navajo Nation, have been received. Although never a condition for service, all current clients speak English (if they have verbal skills), and all clients who are able to read, read English. We have made the following community outreach efforts and activities to engage minority and Limited English Proficient populations since the last Title VI Plan submittal to ADOT CRO.

- Posted the Nondiscrimination Public Notices to the following locations:
 - Within transportation vehicles
 - Lobby of agency
 - Hozhoni.com website
- Distributed brochures at several high school transition fairs
- Distributed brochures and flyers to Rehabilitative Services Administration, to educate Vocational Rehabilitation Counselors on our services, for their clients
- Small group activities with our clients

HOZHONI FOUNDATION, INC. will make the following community outreach efforts for the **upcoming year**:

- Expand the distribution of agency brochures
- Post the Nondiscrimination Public Notices to the following locations:
 - Within transportation vehicles
 - Lobby of agency
- Host an information booth at a community event

Attached is a sample document of public participation (Hozhoni Foundation brochure).

Services

Hozhoni offers a wide variety of services, including **Residential Care**, **Day Programs** and **Employment Supports**. The type of assistance and level of support is individualized.

Our holistic approach to the individual is enhanced through various activities, therapies, and services, as part of our **Hozhoni Health and Happiness (H3) Project**. This may include music therapy, cooking class, speech therapy, yoga, horticultural therapy, movement class, art therapy, and more. The goal of H3 is to promote overall health, mental well-being, and quality of life. H3 also supports uncovered medical, dental, and supplies assistance.

Residential (Flagstaff & Prescott)

Hozhoni provides community living in group homes, in both Flagstaff and Prescott. Most homes are 3 or 4 residents living in their own rooms in a home in the community, supported by caring, well-trained staff.

Residents enjoy activities similar to any family: cooking and eating meals together, playing games, having barbecues, bowling or playing on the Hozhoni Softball Team, watching favorite programs together, going to the movies, celebrating holidays, etc.

The H3 Project supports our ability to have Certified Medical Assistants coordinate medical and dental care for residents.

Day Program (Flagstaff & Prescott)

Hozhoni has day programs in Flagstaff and Prescott. Clients who attend the programs are able to participate in many activities, from arts & crafts, music therapy, cooking classes, horticultural therapy, yoga, speech therapy, Special Olympics and more. In addition, each person works on goals determined by his/her Planning Team.

Clients who show talent and motivation may be eligible to participate in the grant-funded Hozhoni **Fine Arts Program**, a fine arts program. Artists explore many types of artistic expression, exhibit their works in juried shows, and experienced artists mentor fledgling artists from other organizations. For more information and to stay up to date on the Hozhoni Art Gallery, please visit <http://hozhoniartists.org/>



Employment Supports (Flagstaff, Prescott and Cottonwood)

Hozhoni believes strongly in supporting everyone's ability and desire to work. From services designed to assist youth with transition from school to work, to community enclaves performing grounds maintenance, hotel room cleaning, or other services, to job development and job-coaching for clients who can be independently hired, Hozhoni can assist with employment services.

For more information regarding Hozhoni programs and services, please contact info@hozhoni.com or call (928) 526-7944

Mission Statement

"CHANGING PERSPECTIVES, PROMOTING POSSIBILITIES"

The Hozhoni Foundation provides individualized residential, vocational, and educational services primarily for people with intellectual/developmental disabilities (I/DD). Our goal is to enhance quality of life, self-sufficiency, dignity and self-respect of the individuals we serve. We provide an holistic approach to each individual to facilitate a healthy, meaningful life in the community.

Our Values
Integrity
Communication
Creativity
Respect
Teamwork
Excellence



Under Titles VI and VII of the Civil Rights Act of 1964 (collectively "Title VI" and "Title VII") and the Americans with Disabilities Act of 1990 (ADA) Section 504 of the Rehabilitation Act of 1973 and the Age Discrimination Act of 1975, Hozhoni Foundation, Inc. prohibits discrimination in all programs, projects, services, activities or employment based on race, color, religion, sex, national origin, age, and handicap. The Hozhoni Foundation will make a reasonable accommodation to allow a person with a disability to take part in a program, service, activity, project, or employment. Requests for such accommodations should be made to the Hozhoni Foundation at the appropriate residential location or engaged site contacts. It also means that the Hozhoni Foundation will make any other reasonable action that allows a person to take part in and understand a program or activity, including making reasonable changes to an activity, if you believe that you will not be able to understand or take part in a program or activity because of your disability, please let us know of your disability needs in advance of all possible. To request this document in alternative format or for further information about this policy please contact: Monica Arlt@HQ.ORG, 5206-406-7944. Please contact your document on this form to receive information addressed solely with policies Monica Arlt@HQ.ORG, 5206-406-7944.



**Changing Perspectives,
Promoting Possibilities**

2133 North Walgreen St
Flagstaff, AZ 86004
(928) 526-7944

1060 Sandretto
Prescott, AZ 86305
(928) 445-6996

101 South Main St, Suite C
Cottonwood, AZ 86326
(928) 526-7944

info@hozhoni.com

Limited English Proficiency Plan

HOZHONI FOUNDATION, INC. has developed the following Limited English Proficiency Plan (LEP) to help identify reasonable steps to provide language assistance for LEP persons seeking meaningful access to **HOZHONI FOUNDATION, INC.** services as required by Executive Order 13166. A Limited English Proficiency person is one who does not speak English as their primary language and who has a limited ability to read, speak, write, or understand English.

This plan details procedures on how to identify a person who may need language assistance, the ways in which assistance may be provided, training to staff, notification to LEP persons that assistance is available, and information for future plan updates. In developing the plan while determining the **HOZHONI FOUNDATION, INC.**'s extent of obligation to provide LEP services, the **HOZHONI FOUNDATION, INC.** undertook a U.S. Department of Transportation four-factor LEP analysis which considers the following:

- 1) The number or proportion of LEP persons eligible in the **HOZHONI FOUNDATION, INC.** service area who may be served or likely to encounter by **HOZHONI FOUNDATION, INC.** program, activities, or services;

LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER

2021 5 Year Estimates Detailed Table

	Cottonwood, AZ		Flagstaff, AZ		Prescott, AZ	
	Value	Error	Value	Error	Value	Error
Total:	11377	226	72626	393	43766	344
Speak only English	10150	452	61029	1127	40801	757
Spanish:	1077	387	6127	877	1661	708
Speak English "very well"	672	288	4807	752	1326	536
Speak English less than "very well"	405	234	1320	382	335	303
French, Haitian, or Cajun:	35	59	248	167	158	91
Speak English "very well"	35	59	208	145	142	78
Speak English less than "very well"	0	21	40	63	16	25
German or other West Germanic languages:	34	49	301	251	187	138
Speak English "very well"	34	49	287	252	113	75
Speak English less than "very well"	0	21	14	27	74	75
Russian, Polish, or other Slavic languages:	0	21	322	146	107	69
Speak English "very well"	0	21	281	140	61	45
Speak English less than "very well"	0	21	41	38	46	46
Other Indo-European languages:	79	73	536	226	283	153
Speak English "very well"	79	73	419	180	213	107
Speak English less than "very well"	0	21	117	113	70	88
Korean:	0	21	52	42	32	36

Speak English "very well"	0	21	36	34	0	28
Speak English less than "very well"	0	21	16	23	32	36
Chinese (incl. Mandarin, Cantonese):	0	21	493	213	142	112
Speak English "very well"	0	21	174	93	106	94
Speak English less than "very well"	0	21	319	174	36	30
Vietnamese:	0	21	78	61	24	34
Speak English "very well"	0	21	63	63	13	26
Speak English less than "very well"	0	21	15	26	11	21
Tagalog (incl. Filipino):	0	21	165	143	167	134
Speak English "very well"	0	21	114	118	167	134
Speak English less than "very well"	0	21	51	78	0	28
Other Asian and Pacific Island languages:	0	21	264	166	97	78
Speak English "very well"	0	21	163	85	48	52
Speak English less than "very well"	0	21	101	110	49	50
Arabic:	0	21	84	100	14	27
Speak English "very well"	0	21	84	100	14	27
Speak English less than "very well"	0	21	0	31	0	28
Other and unspecified languages:	2	4	2927	592	93	64
Speak English "very well"	1	2	2441	504	78	63
Speak English less than "very well"	1	3	486	239	15	23

- 2) The frequency with which LEP individuals come in contact with an **HOZHONI FOUNDATION, INC.** services;

HOZHONI FOUNDATION, INC.'s staff reviewed the frequency with which office staff, dispatchers and drivers have, or could have, contact with LEP persons for **2022** . **HOZHONI FOUNDATION, INC.** averages **0**contacts per **year**.

- 3) The nature and importance of the program, activities or services provided by the **HOZHONI FOUNDATION, INC.** to the LEP population.

All of the clients served by the Hozhoni Foundation have intellectual and/or developmental disabilities, and all of English-speaking at this time. However, if we serve a client with Limited English Proficiency in the future, we will ensure that language assistance is available. Hozhoni strives to ensure meaningful experiences for all of our clients, which requires communication in their primary language.

- 4) The resources available to **HOZHONI FOUNDATION, INC.** and overall costs to provide LEP assistance. A brief description of these considerations is provided in the following section.

We have staff that speak Spanish and Navajo. If other languages are needed, we will contract with a local translation service.

HOZHONI FOUNDATION, INC. provides a statement in Spanish and will for additional languages specific to the LEP community make up that will be included in all public outreach notices. Every effort will be made to provide vital information to LEP individuals in the language requested.

Safe Harbor Provision for written translations

HOZHONI FOUNDATION, INC. complies with the Safe Harbor Provision, as evidenced by the number of documents available in the Spanish language. With respect to Title VI information, the following shall be made available in Spanish:

- (1) Non Discrimination Notice

1) **HOZHONI FOUNDATION, INC.** provides language assistance services through the below methods:

- Instructions are provided to customer service staff and other **HOZHONI FOUNDATION, INC.** staff who regularly take phone calls from the general public on how to respond to an LEP caller.
 - Instructions are provided to customer service staff and others who regularly respond to written communication from the public on how to respond to written communication from an LEP person.
-

2) **HOZHONI FOUNDATION, INC.** has a process to ensure the competency of interpreters and translation service through the following methods:

HOZHONI FOUNDATION, INC. will ask the interpreter or translator to demonstrate that he or she can communicate or translate information accurately in both English and the other language. **HOZHONI FOUNDATION, INC.** will train the interpreter or translator in specialized terms and concepts associated with the agency’s policies and activities. **HOZHONI FOUNDATION, INC.** will instruct the interpreter or translator that he or she should not deviate into a role as counselor, legal advisor, or any other role aside from interpreting or translator. **HOZHONI FOUNDATION, INC.** will ask the interpreter or translator to attest that he or she does not have a conflict of interest on the issues that they would be providing interpretation services.

3) **HOZHONI FOUNDATION, INC.** provides notice to LEP persons about the availability of language assistance through the following methods:

- Posting signs in intake areas and other points of entry –Non Discrimination Notices
- Statements in outreach documents that language services are available from the agency.
- On the Company website: www.hozhoni.com
- On Company Brochures

4) **HOZHONI FOUNDATION, INC.** monitors, evaluates and updates the LEP plan through the following process:

HOZHONI FOUNDATION, INC. will monitor the LEP plan by conducting an annual Four-Factor analysis, establishing a process to obtain feedback from internal staff and client’s families and guardians, and

conducting internal evaluations to determine whether the language assistance measures are working for staff. **HOZHONI FOUNDATION, INC.** will make changes to the language assistance plan based on feedback received. **HOZHONI FOUNDATION, INC.** may take into account the cost of proposed changes and the resources available to them. Depending on the evaluation, **HOZHONI FOUNDATION, INC.** may choose to disseminate more widely those language assistance measures that are particularly effective or modify or eliminate those measures that have not been effective. **HOZHONI FOUNDATION, INC.** will consider new language assistance needs when expanding transit service into areas with high concentrations of LEP persons will consider modifying their implementation plan to provide language assistance measures to areas not previously served by the agency.

5) **HOZHONI FOUNDATION, INC.** trains employees to know their obligations to provide meaningful access to information and services for LEP persons and all employees in public contact positions will be properly trained to work effectively with in-person and telephone interpreters. **HOZHONI FOUNDATION, INC.** will implement processes for training of staff through the following procedures:

HOZHONI FOUNDATION, INC. will identify staff that are likely to come into contact with LEP persons as well as management staff that have frequent contact with LEP persons in order to target training to the appropriate staff. **HOZHONI FOUNDATION, INC.** will identify existing staff training opportunities, as it may be cost-effective to integrate training on their responsibilities to persons with limited English proficiency into agency training that occurs on an ongoing basis. **HOZHONI FOUNDATION, INC.** will include this training as part of the orientation for new employees. Existing employees, especially managers and those who work with the public may periodically take part in re-training or new training sessions to keep up to date on their responsibilities to LEP persons. **HOZHONI FOUNDATION, INC.** will implement LEP training to be provided for agency staff. **HOZHONI FOUNDATION, INC.** staff training for LEP to include:

- A summary of the **HOZHONI FOUNDATION, INC.** responsibilities under the DOT LEP Guidance;
- A summary of the **HOZHONI FOUNDATION, INC.** language assistance plan;
- A summary of the number and proportion of LEP persons in the **HOZHONI FOUNDATION, INC.** service area, the frequency of contact between the LEP population and the agency's programs and activities, and the importance of the programs and activities to the population;
- A description of the type of language assistance that the agency is currently providing and instructions on how agency staff can access these products and services; and
- A description of the **HOZHONI FOUNDATION, INC.** cultural sensitivity policies and practices.

WEBSITE PAGE:



The screenshot shows the top portion of the Hozhoni Foundation, Inc. website. On the left is the logo, which consists of stylized letters 'H', 'O', 'Z', 'H', 'O', 'N', 'I' in various colors and orientations, with the text 'HOZHONI Foundation, Inc.' below it. To the right of the logo is the tagline 'Changing Perspectives, Promoting Possibilities' in a red, italicized font. Below the tagline is a green navigation bar with white text links: Home, About, Services, News, Support, Careers, and Contact. Below the navigation bar is a dark banner with a colorful '50' graphic on the left. The banner text reads: 'Hozhoni is 50! Join us to celebrate Friday, August 27, 2021 from 5pm to 7pm' in yellow, followed by 'Learn more here!' in white. To the right of the banner text is a red button with white text that says 'Purchase event tickets here NOW.' Below the banner is a dark purple bar with the text 'TITLE VI NON DISCRIMINATION INFO' in white, bold, uppercase letters.

Download the following PDF documents for information on Title VI Non Discrimination:

[Non Discrimination Notice to the Public — English & Spanish](#)

[Non Discrimination ADA/Title VI Complaint Procedures](#)

[Discrimination ADA/Title VI Complaint Form](#)

[Home](#) [About](#) [Services](#) [News](#) [Support](#) [Careers](#) [Contact](#)

Non-elected Committees Membership Table

Subrecipients who select the membership of transit-related, non-elected planning boards, advisory councils, or committees must provide a table depicting the membership of those organizations broken down by race. Subrecipients also must include a description of the efforts made to encourage participation of minorities on these boards, councils, and committees.

***Table Depicting Membership of Committees, Councils, Broken Down by Race**

Body	African American/ Black	American Indian/Alaskan Native	Native Hawaiian/ Other Pacific Islander	Asian	Hispanic/ Latino	White
Population	4%	44	0	1	3	48
BOARD OF DIRECTORS	0%	0	0	0	11	89

Monitoring for Subrecipient Title VI Compliance

HOZHONI FOUNDATION, INC. does not monitor subrecipients for Title VI compliance as it does not have any FTA subrecipients.

Title VI Equity Analysis

HOZHONI FOUNDATION, INC. has no current or anticipated plans to develop new transit facilities covered by these requirements

Fixed Route Transit Provider Analysis

Fixed Route: Public transit service (other than by aircraft) provided on a repetitive, fixed-schedule basis along a specific route, with vehicles stopping to pick up passengers.

A subrecipient providing fixed route service, as defined above, must determine the distribution of transit amenities or the vehicle assignments for each mode in a non-discriminatory manner. The subrecipient must develop policies to ensure service is not distributed on the basis of race, color, or national origin.

Effective practices to fulfill the Service Standards requirements include developing written policies covering each of the following service indicators: (can be expressed in writing or in table format – see Circular Appendix G & H pp. 87-91)

HOZHONI FOUNDATION, INC. is not a Fixed Route Transit Provider

Board Approval for the Title VI Plan

Approval Information in Board Binder located in CEO office or approved area.