

MEMORANDUM



TO: VICTOR CARDENAS, CITY MANAGER
FROM: KATHERINE OPPERMANN, EXECUTIVE ASSISTANT
SUBJECT: TITLE VI NONDISCRIMINATION PLAN UPDATE
DATE: SEPTEMBER 26, 2024

Mayor and Council –

FYI on the updates made to a document presented to City Council initially back in 2012.

- Victor

Title VI of the Civil Rights Act of 1964 (42 U.S.C. 200d), related statutes and regulations provide that no person shall, on the grounds of race, color, national origin, sex, or disabilities be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal funds. The entire institution, whether educational, private, or governmental, must comply with Federal civil rights laws, not just the particular programs or activities receiving the federal funds.

The Michigan Department of Transportation (MDOT) initiated the process of cities drafting and adopting individual Title VI Plans in January 2012. Following this, the current City of Novi Title VI Nondiscrimination Plan was presented to City Council on August 27, 2012. Continued compliance and annual review of this plan is required in order to maintain our eligibility to receive state and federal funds (as either a primary or sub-recipient).

While our 2012 plan is still generally in compliance, it contained some outdated information and most importantly, an outdated complaint investigation procedure. As of 2023, all complaint investigations are delegated by the Federal Highway Administration (FHWA). Following a complaint, the City of Novi Title VI Coordinator is required to gather relevant information in a fair and impartial manner and submit the complaint to MDOT's Statewide Title VI Coordinator, who will then forward the complaint to FHWA for further action.

Both a clean and redlined copy of the updated City of Novi Title VI Nondiscrimination Plan follow this memo, feel free to reach out should you have any questions.