**SECTION 1: Bakersfield Arc. Inc. TITLE VI PROGRAM POLICY AND COMPLAINT PROCEDURES**

**POLICY**

Bakersfield Arc, Inc. (BARC) is committed to ensuring that no person is excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any of its programs, activities, or services on the basis of race, color or national origin. All persons, regardless of their citizenship, are covered under this regulation. In addition, BARC prohibits discrimination on the basis of race, color or national origin in its employment and business opportunities.

BARC will not condone retaliation against an individual for his/her involvement in asserting his/her rights pursuant to Title VI or because he/she filed a complaint or participated in an investigation under Title VI, and /or this regulation.

As a Federal Transit Administration (FTA) fund recipient, BARC will ensure that its programs, policies and activities comply with the Department of Transportation (DOT) Title VI Regulations of the Civil Rights Act of 1964.

BARC will ensure that the level and quality of its transportation service is provided without regard to race, color or national origin.

BARC will promote the full and fair participation of all affected populations in the transportation decision-making process.

BARC will make good faith efforts to achieve environmental justice as part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, activities, and services on minority populations and low-income populations within BARC’s service area as provided herein.

BARC will ensure that Limited English Proficient (LEP) individuals have access to BARC’s programs, activities, and services.

BARC Title VI Policy will be posted on the agency website, within the administrative offices and within all vehicles.

This Regulation shall be maintained in English and Spanish.