

## Reporting and Processing Title VI Investigations, Complaints and Lawsuits

Should any Title VI investigations be initiated by FTA, DRPT or and Title VI lawsuits are filed against STAR Transit; the agency will follow these procedures:

### Procedures

1. Any individual, group of individuals or entity that believes they have been subjected to discrimination on the basis of race, color or national origin may file a written complaint with the Title VI Manager. The complaint is to be filed in the following manner:
  - A. A formal complaint must be filed within 180 calendar days of the alleged occurrence.
  - B. The complaint shall be in writing and signed by the complainant(s).
  - C. The complaint must include:
    - The complainants name, address and contact information (i.e. telephone number, email address etc.)
    - The date(s) of the alleged act of discrimination (if multiple days, include the date when the complainant(s) became aware of the alleged discrimination and the date on which the alleged discrimination was discontinued or the latest instance)
    - A description of the alleged act of discrimination
    - The location(s) of the alleged act of discrimination (include vehicle number if applicable)
    - An explanation of why the complainant believes the act to have been discriminatory on the basis of race, color or national origin
    - If known, the name(s) and or job title(s) of those individuals perceived as parties to the incident
    - Contact information of any witness or witnesses
    - Indication of any related complaint activity (i.e. was the complaint also submitted to DRPT or FTA)
  - D. The complaint shall be submitted to the STAR Transit Title VI Manager at P.O. Box 126 Tasley, Va. 23441 or [bill@mystartransit.org](mailto:bill@mystartransit.org)
  - E. Complaints received by any other employee of STAR Transit will be immediately forwarded to the Title VI Manager.
  - F. In the case where a complainant is unable or incapable of providing a written statement, a verbal complaint of discrimination may be made to the Title VI Manager. Under these circumstances, the complainant will be interviewed and Virginia Regional Transit's Director of Operations will assist the complainant in converting the verbal allegations into writing.
2. Upon receipt of the complaint, the Title VI Manager will immediately:
  - A. Notify DRPT (no later than 3 business days from receipt)
  - B. Notify the STAR Transit authorizing official
  - C. Ensure that the complaint is entered in the complaint database
3. Within 3 business days of receipt of the complaint, the Title VI Manager will contact the complainant by telephone to set up an interview.

4. The complainant will be informed that they have a right to have a witness or representative present during the interview and can submit any documentation he/she perceives as relevant to proving his/her complaint
5. If DRPT has assigned staff to assist with the investigation, the Title VI Manager will offer an opportunity to participate in the interview
6. The alleged discriminatory service or program official will be given the opportunity to respond to all aspects of the complainant's allegations
7. The Title VI Manager will determine, based on relevancy or duplication of evidence, which witnesses will be contacted and questioned
8. The investigation may also include
  - A. Investigating contractor operating records, policies or procedures
  - B. Reviewing routes, schedules and fare policies
  - C. Reviewing operating policies and procedures
  - D. Reviewing scheduling and dispatch records
  - E. Observing behavior of the individual whose actions were cited in the complaint
9. All steps taken and findings in the investigation will be documented in writing and included in the complaint file
10. The Title VI Manager will contact the complainant at the conclusion of the investigation, but prior to writing the final report, and give the complainant an opportunity to give a rebuttal statement at the end of the investigation process
11. At the conclusion of the investigation and within 60 days of the interview with the complainant, the Title VI Manager will prepare a report that includes a narrative description of the incident, identification of the persons interviewed, findings and recommendations for disposition. This report will be provided to the Authorizing Official, DRPT and if appropriate STAR Transit legal counsel
12. The Title VI Manager will send a letter to the complainant notifying them of the outcome of the investigation. If the complaint was substantiated, the letter will indicate the course of action that will be followed to correct the situation. If the complaint is determined to be unfounded, the letter will explain the reasoning and will refer the complaint to DRPT in the event the complainant wishes to appeal the determination. This letter will be copied to DRPT
13. A complaint may be dismissed for the following reasons:
  - A. The complainant requests the withdrawal of the complaint
  - B. An interview cannot be scheduled with the complainant after reasonable attempts
  - C. The complainant fails to respond to repeated requests for additional information needed to process the complaint
14. DRPT will serve as the appealing forum to a complainant that is not satisfied with the outcome of an investigation conducted by STAR Transit. DRPT will analyze the facts of the case and will issue its conclusion to the appellant according to their procedures