MARYLAND DEPARTMENT OF TRANSPORTATION

THE SECRETARY'S OFFICE
TITLE VI TRANSITIONAL DOCUMENT

November 2026

SERIOUS ABOUT SAFETY

MARYLAND DEPARTMENT OF TRANSPORTATION

Introduction and Overview of Services

The Maryland Department of Transportation (MDOT) has prepared this transitional document to substitute for its Title VI Implementation Plan while the US Department of Transportation (USDOT) Federal Highway Administration (FHWA), along with the Federal Transit Administration (FTA), develops revised regulations and guidance. This transitional document will remain in effect until MDOT receives and incorporates updated federal requirements. It outlines planned updates and preliminary steps to align the Maryland Transportation Secretary's Office's (TSO) federally assisted programs with 49 CFR part 21, including responsibilities of the MDOT Secretary, Office of Fair Practice, Office of Planning, Programming, and Project Delivery, and applicable subrecipients. This document serves as an interim framework and does not replace the full Title VI Implementation Plan. Upon publication of updated USDOT policy guidance, MDOT will revise and finalize its full plan accordingly.

The MDOT oversees Maryland's transportation network, including highways, public transit, aviation, port operations, motor vehicle services, and toll facilities. The Department comprises The Secretary's Office (TSO), the Maryland State Highway Administration, Maryland Transit Administration, Maryland Aviation Administration, Maryland Port Administration, Motor Vehicle Administration, and Maryland Transportation Authority.

Implementation Plan Update

The following describes the measures MDOT has taken, and will take in the future, to update its Title VI Program Plan, in accordance with federal guidance.

Program Governance and Responsibilities

The MDOT is updating its *Draft* Title VI implementation plan that will identify responsibilities of the Secretary, Office of Fair Practice (OFP), Office of Planning, Programming, and Project Delivery (OPPPD), Modal Administrations, and MPO subrecipients for Title VI administration, oversight, technical assistance, and monitoring. A more detailed responsibilities matrix will be included in the full updated implementation plan to clarify oversight relationships and reporting expectations among TSO, OFP, OPPPD, modal administrations, and subrecipients.

While TSO distributes federal funds to subrecipients (listed in the next section), TSO does not directly construct facilities or operate fixed-route transportation services.

The direct subrecipients of these federal funds similarly do not construct facilities or provide fixed-route transportation services, as they are limited to Metropolitan Planning Organizations. MDOT Modal Administrations including State Highway Administration, Maryland Transit

Administration, Motor Vehicle Administration, and the Maryland Transportation Authority, maintain their own distinct Title VI plans, and adhere to regulations regarding Title VI reporting triggered by major services changes.

The Secretary of Transportation maintains full oversight to ensure compliance with the provisions of Title VI of the Civil Rights Act of 1964. The primary responsibility for the administration and oversight of TSO's Title VI Program has been delegated to the Director of the Office of Fair Practice (OFP), who serves as the Title VI Program Manager.

The Director of Fair Practice provides Title VI leadership, oversight, technical assistance, compliance monitoring, complaint administration, training, and coordination with MDOT's Modal Administrations and other offices with Title VI responsibilities.

The Office of Planning, Programming, and Project Delivery (OPPPD) oversees metropolitan planning funding for TSO subrecipients, including transfers, invoicing, and federal reimbursements. It supports subrecipient Title VI program development and assists OFP in monitoring MPO compliance. OPPPD also coordinates TSO's Public Participation Plan and public input for the Statewide Transportation Improvement Program (STIP), Maryland Transportation Plan (MTP), and Consolidated Transportation Program (CTP).

Metropolitan Planning Organizations

MDOT's existing Title VI compliance structure and activities will remain operational during the federal transition period.

Preliminary Actions Taken by TSO:

TSO's review and monitoring process for the following programs, ensuring alignment between monitoring practices and **49 CFR Part 21.**

- FHWA Metropolitan Planning (PL) funds,
- FTA Section 5303 Metropolitan Planning funds, and
- FTA Section 5304 statewide Planning funds, and
- FTA State Safety Oversight Program funds

TSO will review its Language Assistance Plan against applicable federal and Maryland requirements and revise references and procedures as needed. TSO will also review its statewide transportation planning and Public Participation Plan to identify revisions required by forthcoming USDOT, FHWA and FTA guidance.

Additionally, MPO subrecipients are responsible for maintaining their own Title VI programs, providing required compliance information, and cooperating with TSO monitoring and corrective action efforts.

49 CFR Part 21

TSO is revising its *Draft* Title VI Plan to include updated demographic and funding information, which can be quickly adapted once the USDOT, FHWA and FTA guidance is available. MDOT will review its policies and procedures for consistency with the amended regulations, including the removal of rescinded disparate-impact provisions. The *Draft* also outlines subrecipient reviews covering public notices, complaint procedures and records, public participation, and assurances.

TSO reviewed its approach to language access and maintains a separate Language Access Plan addressing applicable Maryland requirements and other applicable legal requirements. Language-access obligations will continue to be administered during the transition period.

Complaint Procedures
TSO's updated draft outlines procedures for complaint intake, jurisdictional review, investigation, disposition, appeal, and recordkeeping.

Nondiscrimination
The revisions described above support MDOT's implementation of the prohibition against discrimination based on race, color, or national origin under 49 CFR § 21.5. TSO will continue to use public notices, complaint procedures, subrecipient monitoring, and technical assistance to prevent and address discrimination in its federally assisted programs and activities. TSO will review these measures for consistency with the amended regulations and forthcoming FHWA guidance.

Employment Practices
MDOT will confirm whether any covered federal assistance provides employment as a primary objective and address applicable employment requirements under 49 CFR § 21.5(c).

Selection of Site or Location
TSO does not construct facilities. TSO will confirm whether any covered activities involve facility site selection and address applicable nondiscrimination requirements.

Compliance Reports

TSO will review its recordkeeping and subrecipient reporting procedures to support timely, complete, and accurate compliance reporting under 49 CFR § 21.9, including the availability of racial and ethnic beneficiary data.

Title VI Assurances

The most recent FHWA-approved Title VI assurances are included as **Appendix A.**

Next Steps

Upon publication of the revised FHWA regulations and guidance, TSO will review its draft Title VI Implementation Plan, identify any additional revisions needed, and update its policies, procedures, and program responsibilities accordingly. MDOT will coordinate with responsible program offices and legal counsel to finalize the plan, obtain required approvals and signatures, and submit it by the deadline established by FHWA. MDOT will communicate applicable changes to staff and subrecipients and continue administering its Title VI program during the transition.

Appendix A

The following Title VI Policy Statement and Approval were included in MDOT TSO's Title VI Program Plan, effective October 1, 2023, through September 30, 2026.

MARYLAND DEPARTMENT OF TRANSPORTATION

II. POLICY STATEMENT

It is the policy of the Maryland Department of Transportation (MDOT), in accordance with Title VI of the Civil Rights Act of 1964, MDOT's Title VI Program to assure that "no person in Maryland shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program or activity" for which the MDOT receives federal financial assistance (42 U.S.C. Section 2000d). Furthermore, it shall be the policy of the MDOT, as a recipient of federal-aid funding, to ensure non-discrimination in all of its programs and activities.

Accordingly, to ensure compliance with Title VI of the Civil Rights Act the Maryland Department of Transportation commits to promptly taking any measures necessary to effect compliance with Title VI of the Civil Rights Act.

The MDOT will include Title VI assurances in all written contracts and will monitor for compliance when distributing federal aid funds to other entities. The MDOT's Title VI Program Manager in the Office of Diversity and Equity is responsible for initiating and monitoring Title VI activities preparing required reports, and other MDOT responsibilities as required by Title 49 CFR Part 21.

Individuals with questions or requiring additional information relating to this policy or the program plan of the MDOT's Title VI Program should contact the Office of Diversity and Equity located at MDOT TSO Headquarters, 7201 Corporate Center Drive, Hanover, MD 21076; Telephone (410) 865-1021, Toll Free 888-964-6368. The notice to the public is posted in the lobby of the MDOT TSO Headquarters building, at the above address.

Paul J. Wiedefeld
Secretary

8/14/23
Date

III. APPROVAL OF THE TITLE VI PROGRAM

I hereby acknowledge the receipt of the Maryland Department of Transportation's (MDOT) Title VI Program October 1, 2023 – September 30, 2026. I have reviewed and approved the Program. I am committed to ensuring that no person is excluded from participation in or denied the benefits of transportation related programs on the basis of race, color, or national origin, as protected by Title VI according to the Title VI requirements and guidelines for Federal Transit Administration recipients (FTA Circular 4702.1B).

Paul J. Wiedefeld
Secretary

8/14/23
Date