



TITLE VI NONDISCRIMINATION COMPLAINT

Name: _____ Date submitted: _____

Address: _____

Phone: _____ Email: _____

- Are you filing this complaint on your own behalf? Yes / No (If "yes", go to next section)

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. Yes / No

- Have you previously filed a Title VI complaint with this agency? Yes / No

- Who do you believe discriminated you?

Name: _____ Department: _____

- When and where did the alleged discrimination occur?

Date: _____ Time: _____ Location: _____

Please return this completed form to Jamie Fults, Title VI Coordinator, GroundBreakers LLC, 6435 E. 30th St, Indianapolis, IN, 46219, Jamie.Fults@GroundBreakersLLC.com. Hydro Vac Services dba GroundBreakers LLC will investigate all complaints in accordance with their Title VI compliant process and promptly take any remedial action deemed necessary to provide an equitable resolution to overcome the effects of a substantiated violation.



- List any witnesses to the alleged discrimination.

Name	Title	Department
_____	_____	_____
_____	_____	_____
_____	_____	_____

- Please indicate why you believe the discrimination occurred:

____ Race
____ Color
____ National Origin
____ Gender
____ Age
____ Disability
____ Religion
____ Low income status
____ Limited English Proficiency
____ Other (please explain): _____

- Describe the incident (attach additional pages as needed):

- Certification

I hereby certify that all above statements are true to the best of my acknowledgement.

Signature: _____ Date: _____

Please return this completed form to Jamie Fults, Title VI Coordinator, Hydro Vac Services dba GroundBreakers LLC, 6435 East 30th Street, Indianapolis, IN 46219, Jamie.Fults@GroundBreakersLLC.com GroundBreakers will investigate all complaints in accordance with it's Title VI compliant process and promptly take any remedial action deemed necessary to provide an equitable resolution to overcome the effects of a substantiated violation.



TITLE VI COMPLAINT LOG

HYDRO VAC SERVICES LLC dba GROUNDBREAKERS LLC TITLE VI COMPLAINT LOG

Date Complaint Received	Name of Complainant	Address	Phone	Basic of Discrimination	Nature of Complaint	Program Area/District	Remarks	Final Disposition



TITLE VI DEPARTMENT HEAD OFFICIAL VERIFICATION FORM

Pursuant to Title VI of the Civil Rights Act of 1964, as amended; the Americans with Disabilities Act (ADA) of 1990, as amended; and the Rehabilitation Act of 1973, as amended, Fulton County Government does not discriminate on the basis of race, color, national origin, marital status, political affiliation, sexual orientation, gender identity, age, mental or physical handicap, religion, oncome status, or Limited English Proficiency (LEP), or exclude from participation in, deny the benefits of, or be otherwise subject to discrimination under any program or activity conducted by Fulton County Government regardless of whether those programs and activities are Federally-funded or not.

As head of a department of Hydro Vac Services LLC dba GroundBreakers LLC I will uphold and apply the Nondiscrimination Policy and inform employees under my direction that they too should work to prevent and alleviate any barriers to service or public use that would restrict public access or usage and take prompt and reasonable action to avoid or minimize discrimination incidences. I will keep in my office a copy of the Title VI Nondiscrimination Implantation Plan & Policy and Assurances of Nondiscrimination and follow any new policies implemented as deemed necessary by INDOT. I verify all of the above with my signature below.

Employee Name (printed)

Employee Signature

Department

Date

Inquiries or complaints regarding a protected class should be directed to Jamie Fults, Title VI Coordinator, Hydro Vac Services LLC dba GroundBreakers LLC, 6435 East 30th Street, Indianapolis, Indiana, 46219, (317) 691-1374, Jamie.Fults@GroundBreakersLLC.com. Hydro Vac Services LLC dba GroundBreakers LLC will investigate all complaints in accordance with Hydro Vac Services LLC dba GroundBreakers LLC's Title VI complaint process and promptly take any remedial action deemed necessary to provide an equitable resolution to overcome the effects of a substantiated violation.



TITLE VI EMPLOYEE ACKNOWLEDGEMENT FORM

Pursuant to Title VI of the Civil Rights Act of 1964, as amended; the Americans with Disabilities Act (ADA) of 1990, as amended; and the Rehabilitation Act of 1973, as amended, Hydro Vac Services LLC dba GroundBreakers LLC does not discriminate on the basis of race, color, national origin, marital status, political affiliation, sexual orientation, gender identity, age, mental or physical handicap, religion, oncome status, or Limited English Proficiency (LEP), or exclude from participation in, deny the benefits of, or be otherwise subject to discrimination under any program or activity conducted by Hydro Vac Services LLC dba GroundBreakers LLC regardless of whether those programs and activities are Federally-funded or not.

As an employee of Hydro Vac Services LLC dba GroundBreakers LLC I will uphold and apply the Nondiscrimination Policy during my range of employment. Hydro Vac Services LLC dba GroundBreakers LLC employees should work to prevent and alleviate any barriers to service or public use that would restrict public access or usage and take prompt and reasonable action to avoid or minimize discrimination incidences. By signing I also acknowledge receipt of the Nondiscrimination Policy within my Policy Handbook upon employment. I certify that I have read and agree to abide the Nondiscrimination Policy as a good practice of employment.

Employee Name (printed)

Employee Signature

Department

Date

Department Head Signature

Date

Inquiries or complaints regarding a protected class should be directed to Jamie Fults, Title VI Coordinator, Hydro Vac Services LLC dba GroundBreakers LLC, 6435 East 30th Street, Indianapolis, Indiana, 46219, (317) 691-1374, Jamie.Fults@GroundBreakersLLC.com. Hydro Vac Services LLC dba GroundBreakers LLC will investigate all complaints in accordance with Hydro Vac Services LLC dba GroundBreakers LLC's Title VI complaint process and promptly take any remedial action deemed necessary to provide an equitable resolution to overcome the effects of a substantiated violation.



TITLE VI ASSURANCES OF NONDISCRIMINATION

The United States Department of Transportation (US DOT)

Standard Title VI/Non-Discrimination Assurances DOT Order No. 1050.2A

The contractor, Hydro Vac Services doing business as GroundBreakers LLC (hereinafter referred to as the "Recipient") HEREBY AGREES THAT as a condition to receiving any Federal financial assistance from the Department of Transportation it will comply with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d-42 U.S.C. 2000d-4 (hereinafter referred to as the Act), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, SubTitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-Assisted Programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964 (hereinafter referred to as the Regulations) and other pertinent directives, to the end that in accordance with the Act, Regulations, and other pertinent 'directives, no person in the United States shall, on the grounds of race color, or national origin, he excluded from participation in, he denied the benefits of, or he otherwise subjected to discrimination under any program or activity for which the Recipient receives Federal financial assistance from the Department of Transportation, including the Federal Highway Administration (FHWA), and HEREBY GIVES ASSURANCE THAT it will promptly take any measures necessary to effectuate this agreement. This assurance is required by subsection 21.7(a)(1) of the Regulations, a copy of which is attached.

More specifically and without limiting the above general assurance, the Recipient hereby gives the following specific assurances with respect to all programs or activities for which the Recipient receives Federal financial assistance:

1. The Recipient agrees that each "program" , "activity", or "facility" as defined in subsections 21.23(e) and 21.23(b) of the Regulations, will be (with regard to a "program") conducted, or will be (with regard to a "facility") operated in compliance with all requirements imposed by, or pursuant to, the Regulations.
2. That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations and made in connection with all programs and, in adapted form in all proposals for negotiated agreements:
"Hydro Vac Services dba GroundBreakers, in accordance with the provisions of Title VI of the Civil Rights Act of 1964, (78 Stat. 252, 42 U.S.C 2000d to 2000d-4 and Title 49), Code of Federal Regulations, Department of Transportation, Subtitle A, Office the Secretary, Part 21, Nondiscrimination in Federally assisted programs of the Department of Transportation issued pursuant to such Act, hereby notifies all bidders that it will affirmatively insure that in any contact entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award."
3. That the Recipient shall insert the clauses of Appendix A of this assurance in every contract subject to the Act and the Regulations.

4. That the Recipient shall insert the clauses of Appendix B of this assurance, 'as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon, or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the assurance shall extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the assurance shall extend to rights to space on, over or under such property.
7. That the Recipient shall include the appropriate clauses set forth in Appendix C of this assurance, as a covenant running with the land, in any future deeds, leases, permits, licenses, or similar agreements entered into by the Recipient with other parties:
 - a) for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b) for the construction or use of, or access to space on, over, or under real property acquired or improved under the applicable activity, project, or program.
8. That this assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property or interest therein or structures or improvements thereon, in which case the assurance obligates the Recipient or any transferee for the longer of the following periods:
 - a) the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
 - b) the period during which the Recipient retains ownership or possession of the property.
9. The Recipient shall provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Act, the Regulations and this assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Act, the Regulations, and this assurance.



THIS ASSURANCE is given in consideration of and for the purpose of obtaining any and all Federal grants, loans, contracts, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the Recipients by the U.S. Department of Transportation under all programs or activities receiving Federal financial assistance. This assurance is binding on Indiana, other recipients, sub-grantees, contractors, subcontractors and their subcontractors, transferees, successors in interest, and any other participants in all programs or activities receiving Federal financial assistance. The person(s) signing below is authorized to sign this assurance on behalf of the Recipient.

The person or persons whose signatures appear below are authorized to sign this assurance on behalf of the Recipient.

Dated 1/01/2024

Hydro Vac Services doing business as GroundBreakers LLC

(Recipient)

by _____

(Signature of Authorized Official)