

NAMPA HIGHWAY DISTRICT NO. 1

Commissioners: Franklin Kennedy, Ernie Lowry, Dick Smith

DISCRIMINATION COMPLAINT PROCEDURE

October 29, 2025

Any person who believes that he or she, individually, as a member of any specific class, or in connection with any disadvantaged business enterprise, has been subjected to discrimination prohibited by Title VI of the Civil Rights Act of 1964, the American with Disabilities Act of 1990, Section 504 of the Vocational Rehabilitation Act of 1973 and the Civil Rights Restoration Act of 1987, as amended, may file a complaint with the Nampa Highway District No. 1. A complaint may also be filed by a representative on behalf of such a person. All complaints will be referred to the Nampa Highway District's Title VI Coordinator for review and action.

In order to have the complaint considered under this procedure, the complainant must file the complaint no later than 180 days after:

- a. The date of alleged act of discrimination; or
- b. Where there has been a continuing course of conduct, the dates on which that conduct was discontinued.

In either case, the Nampa Highway District No. 1 or his/her designee may extend the time for filing or waive the time limit in the interest of justice, specifying in writing the reason for doing so.

Complaints shall be in writing and shall be signed by the complainant and/or the complainant's representative. Complaints shall set forth as fully as possible the facts and circumstances surrounding the claimed discrimination. In the event that a person makes a verbal complaint of discrimination to an officer or employee of the Nampa Highway District No. 1, the person shall be interviewed by the Title VI Coordinator. If necessary, the Title VI Coordinator will assist the person in reducing the complaint to writing and submit the written version of the complaint to the person for signatures. The complaint shall then be handled according to the Sponsor's investigative procedures as outlined below.

Please Note This Exception to the Procedures Below: All complaints regarding accessibility for the disabled must be forwarded directly to the Idaho Transportation Department (ITD) for investigation.

Within 10 days, the Title VI Coordinator will acknowledge receipt of the allegation, inform the complainant of action taken or proposed action to process the allegation, and advise the complainant of other avenues of redress available, such as to ITD and/or the US Department of Transportation (USDOT).

The Nampa Highway District No. 1 will advise ITD within 10 days of receipt of the allegations. Generally, the following information will be included in every notification to ITD:



- a. Name, address and phone number of the complainant
- b. Name(s) and address(es) of alleged discriminating official(s)
- c. Basis of complaint (i.e., race, color, national origin or sex)
- d. Date of alleged discriminatory act(s)
- e. Date of complaint received by the Nampa Highway District No. 1
- f. A statement of the complaint
- g. Other agencies (state, local or Federal) where the complaint has been filed
- h. An explanation of the actions the Nampa Highway District No. 1 has taken or proposed to resolve the issue raised in the complaint

Within 60 days, the Title VI Coordinator will conduct an investigation of the allegation and based on the information obtained, will render a recommendation for action in a report of findings to the Nampa Highway District's authorized representative. The complaint should be resolved by informal means whenever possible. Such informal attempts and their results will be summarized in the report of findings.

Within 90 days of receipt of the complaint, the Nampa Highway District's authorized representative will notify the complainant in writing of the final decision reached, including the proposed disposition of the matter. The notification will advise the complainant of his/her appeal rights with ITD, or USDOT, if they are dissatisfied with the final decision rendered by the Nampa Highway District No. 1. The Title VI Coordinator will also provide ITD with a copy of this decision and summary of findings upon completion of the investigation.

Contacts for the different Title VI administrative jurisdictions are as follows:

Nampa Highway District No. 1
Director Nicolas Lehman
4507 12th Avenue Road
Nampa, ID 83686
(208) 467-6576, ext. 254
nick@nampahighway1.com

Idaho Transportation Department
Civil Rights Contract Compliance Officer Russ Rivera
P.O. Box 7129
Boise, ID 83707-1129
(208) 334-8152
russ.rivera@itd.idaho.gov

Federal Highway Administration
Idaho Division Office
Division Administrator Peter Hartman
3050 Lakeharbor Lane, Suite 126
Boise, ID 83703
(208) 334-9180, ext. 118
peter.hartman@dot.gov