
Title VI Implementation Plan –2024



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Executive Summary

Saguaro currently provides a variety of services to over 5,000 Yuma area residents. Demand for services continue to challenge Saguaro's capacity to meet the needs. Saguaro's funding is derived primarily from contracts for services with government and private social service agencies such as: Western Arizona Council of Governments/Area Agency on Aging, DES, Division of developmental Disabilities, DES/Rehabilitation Services Administration, DES/Adults, Children, Youth & Families, Arizona Department of Transportation (ADOT), and Yuma County Intergovernmental Public Transportation Authority (YCIPTA).

Saguaro Foundation operates 15 DD residential settings, 1 children's program, 2 adult day programs, and 2 Behavioral Health Group Home facilities, all of which require transportation services.

Transportation Services (STS): Saguaro provides transportation and ADA services in Yuma County as well as services that go beyond the current ADA services through 5310 operating funds. Saguaro Foundation, through Saguaro Transportation Services (STS), fulfills the gap as the needs of many of our area citizens exceed the gaps of the traditional ADA services through the use of ADOT funds. Saguaro Foundation currently provides services to over 5000 individuals, averaging 500 trips per day to residents of Yuma County. Service participants include elderly, handicapped, disabled, developmentally disabled, and individuals in need. Saguaro Foundation has been a direct recipient of ADOT funding since 1985.

Day treatment facility/program: This is a place where individuals with developmental disabilities go during the daytime hours. The purpose of the Day Program is to provide day treatment and training skills appropriate to each individual's needs. For instance, if it has been determined that someone needs vocational rehabilitation, then pre-vocational skills will be included into the person's individualized program at the Day Treatment facility. In addition, a well-rounded social emphasis is encouraged and is part of the service and community outings. These services are provided in the least restrictive environment possible, with the goal to create appropriate social behavior/ integration.

After school and/or summer program: For youth with developmental disabilities. Each individualized program is created with goals and objectives that are identified through the IEP or ISP process. Day Treatment for children includes community based activities, social integration, skills development or maintenance, and behavioral supports.

HCBS Services: Saguaro Foundations sends trained staff into the homes of families with a developmentally disabled member. We provide several services under the HCBS program such as respite, habilitation, and attendant care. Respite is intended to provide relief to the primary care giver. Habilitation is intended to provide time and trained staff to teach or strengthen life skills such as personal hygiene, toileting, cooking, household chores, attending to tasks, communicating, etc. Attendant care is intended to support the family with general daily living

tasks such as light cleaning, changing linens, bathing, and general maintenance of the environment in which the clients lives and interacts.

What type of program fund(s) did you apply for?

- 5310
- 5311
- Other (please explain)_____

Type of Funding Requests? (Select all that apply)

- Vehicle Funds
- Operating Funds
- Other (please explain)_____

Is your agency receiving direct funds from FTA?

- If yes, please attach a copy of your FTA letter of approval of Title VI Plan.
- No

Non Discrimination Policy Statement

The **SAGUARO FOUNDATION** policy assures full compliance with Title VI of the Civil Rights act of 1964, the Restoration Act of 1987, section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 (ADA), and related statutes and regulations in all programs and activities. Title VI states that “no person shall on the grounds of race, color, national origin, or disability be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination” under any **SAGUARO FOUNDATION** sponsored program or activity. There is no distinction between the sources of funding.

SAGUARO FOUNDATION also assures that every effort will be made to prevent discrimination through the impacts of its programs, policies and activities on minority and low-income populations. Furthermore, **SAGUARO FOUNDATION** will take reasonable steps to provide meaningful access to services for persons with limited English proficiency.

When **SAGUARO FOUNDATION** distributes Federal-aid funds to another entity/person, **SAGUARO FOUNDATION** will ensure all sub recipients fully comply with **SAGUARO FOUNDATION** Title VI Nondiscrimination Program requirements. The **CHIEF EXECUTIVE OFFICER** has delegated the authority to **JESSICA CASTRO** , Personnel Director and Title VI Program Coordinator, to oversee and implement FTA Title VI requirements.

Eduardo Castro

Eduardo Castro Chief Executive Officer

Non Discrimination Notice to the Public

Notifying the Public of Rights Under Title VI and ADA **SAGUARO FOUNDATION**

The **SAGUARO FOUNDATION** operates its programs and services without regard to race, color, national origin or disability in accordance with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990 (ADA). Any person who believes she or he has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with the **SAGUARO FOUNDATION**.

For more information on the **SAGUARO FOUNDATION**'s civil rights program, and the procedures to file a complaint, contact **JESSICA CASTRO 928-783-6069**, (TTY **928-783-6069**); email **jcastro@saguarofoundation.com**; or visit our administrative office at **1495 S 4th Ave, Yuma, AZ, 85364**. For more information, visit **saguarofoundation.com**

A complainant may file a complaint directly with the Arizona Department of Transportation (ADOT) or the Federal Transit Administration (FTA) by filing a complaint directly with the corresponding offices of Civil Rights: **ADOT**: ATTN: Title VI Program Manager 206 S. 17th Ave MD 155A RM: 183 Phoenix AZ, 85007 **FTA**: ATTN: Title VI Program Coordinator, East Building, 5th Floor-TCR 1200 New Jersey Ave., SE Washington DC 20590

If information is needed in another language, contact **928-783-6069**. Para información en Español llame: **JESSICA CASTRO** , **jcastro@saguarofoundation.com**, **928-783-6069**

Non Discrimination Notice to the Public - Spanish

Aviso Público Sobre los Derechos Bajo el Título VI Y ADA SAGUARO FOUNDATION

SAGUARO FOUNDATION (*y sus subcontratistas, si cualquiera*) asegura cumplir con el Título VI de la Ley de los Derechos Civiles de 1964, Sección 504 de la Ley de Rehabilitación de 1973 y La Ley de ciudadanos Americanos con Discapacidades de 1990 (ADA). El nivel y la calidad de servicios de transporte serán provehidos sin consideración a su raza, color, o país de origen.

Para obtener más información sobre la **SAGUARO FOUNDATION**'s programa de derechos civiles, y los procedimientos para presentar una queja, contacte **JESSICA CASTRO 928-783-6069**, email jcastro@saguarofoundation.com (TTY **928-783-6069**); o visite nuestra oficina administrativa en **1495 S 4th Ave Yuma Az. 85364**. Para obtener más información, visite saguarofoundation.com

El puede presentar una queja directamente con Arizona Department of Transportation (ADOT) o Federal Transit Administration (FTA) mediante la presentación de una queja directamente con las oficinas correspondientes de Civil Rights: ADOT: ATTN Title VI Program Manager 206 S. 17th Ave MD 155A Phoenix AZ, 85007 FTA: ATTN Title VI Program Coordinator, East Building, 5th Floor –TCR 1200 New Jersey Ave., SE Washington DC 20590

The above notice is posted in the following locations: The above notice is posted in the following locations: Front administrative office and on our website www.saguarofoundation.com

This notice is posted online at <http://saguarofoundation.com/sts.html>

Non-Discrimination Complaint Procedures

These procedures provide guidance for all complaints filed under Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990 (ADA) as they relate to any program or activity that is administered by **SAGUARO FOUNDATION** including consultants, contractors and vendors. Intimidation or retaliation as a result of a complaint is prohibited by law. In addition to these procedures, complainants reserve the right to file a formal complaint with other State or Federal agencies or to seek private counsel for complaints alleging discrimination. Every effort will be made to resolve complaints at the lowest possible level.

- (1) Any person who believes he and/or she has been discriminated against on the basis of race, color, national origin, or disability may file a Discrimination complaint by completing and submitting the agency's Title VI Complaint Form.
- (2) Formal complaints must be filed within 180 calendar days of the last date of the alleged act of discrimination or the date when the alleged discrimination became known to the complainant(s), or where there has been a continuing course of conduct, the date on which the conduct was discontinued or the latest instance of the conduct.
- (3) Complaints must be in writing and signed by the complainant(s) and must include the complainant(s) name, address and phone number. The ADA/Title VI contact person will assist the complainant with documenting the issues if necessary.
- (4) Allegations received by fax or e-mail will be acknowledged and processed, once the identity of the complainant(s) and the intent to proceed with the complaint have been established. For this, the complainant is required to mail a signed, original copy of the fax or email transmittal for the complaint to be processed.
- (5) Allegations received by telephone will be reduced to writing and provided to the complainant for confirmation or revision before processing. A complaint form will be forwarded to the complainant for him/her to complete, sign and return for processing.
- (6) Once submitted **SAGUARO FOUNDATION** will review the complaint form to determine jurisdiction. All complaints will receive an acknowledgement letter informing her/him whether the complaint will be investigated by the **SAGUARO FOUNDATION** or submitted to the State or Federal authority for guidance.
- (7) **SAGUARO FOUNDATION** will notify the ADOT Civil Rights Office of ALL Discrimination complaints within 72 hours via telephone at 602-712-8946; or email at civilrightsoffice@azdot.gov.

- (8) **SAGUARO FOUNDATION** has **60** days to investigate the complaint. If more information is needed to resolve the case, the Authority may contact the complainant. The complainant has **30** business days from the date of the letter to send requested information to the investigator assigned to the case. If the investigator is not contacted by the complainant or does not receive the additional information within **30** business days, the Authority can administratively close the case. A case can be administratively closed also if the complainant no longer wishes to pursue their case.
- (9) After the investigator reviews the complaint, she/he will issue one of two letters to the complainant: a closure letter or a letter of finding (LOF). A closure letter summarizes the allegations and states that there was not a Discrimination violation and that the case will be closed. An LOF summarizes the allegations and the interviews regarding the alleged incident, and explains whether any disciplinary action, additional training of the staff member or other action will occur.
- (10) A copy of either the closure letter or LOF must be also be submitted to ADOT within 72 hours of that decision. Letters may be submitted by hardcopy or email.
- (11) A complainant dissatisfied with **SAGUARO FOUNDATION** decision may file a complaint with the Arizona Department of Transportation (ADOT) or the Federal Transit Administration (FTA) offices of Civil Rights: **ADOT**: ATTN ADA/Title VI Program Coordinator 206 S. 17TH Ave MD 155A RM: 183 Phoenix AZ, 85007 **FTA**: Attention Title VI Program Coordinator, East Building, 5th Floor-TCR 1200 New Jersey Ave., SE Washington DC 20590
- (12) A copy of these procedures can be found online at: **saguarofoundation.com**

If information is needed in another language, contact **Jessica Castro 928-783-6069**. Para información en Español llame: **Jessica Castro 928-783-6069**

Title VI Formulario de Queja

Sección I:		
Nombre de la persona que presenta la queja:		
Domicilio del participante:		
Telefono de la casa:	Telefono de trabajo:	
Direccion de correo electronico:		
Requisitos formato accesible?	<input type="checkbox"/> Letra Grande	<input type="checkbox"/> cinta De Audio
	<input type="checkbox"/> TDD	<input type="checkbox"/> otro
Sección II:		
¿Está presentando esta queja en su propio nombre?	<input type="checkbox"/> sí*	<input type="checkbox"/> no
* Si usted contestó "sí" a esta pregunta, vaya a la Sección III.		
Si no es así, por favor proporcione el nombre y la relación de la persona para la cual se está quejando.		
Por favor, explique por qué usted ha presentado para un tercero:		
Por favor, confirma que ha obtenido el permiso de la parte perjudicada, si usted está presentando en nombre de un tercero.	<input type="checkbox"/> sí	<input type="checkbox"/> no
Sección III:		
Creo que la discriminación que experimenté fue basado en (marque todo lo que corresponda): <input type="checkbox"/> raza <input type="checkbox"/> color <input type="checkbox"/> origen Nacional <input type="checkbox"/> discapacidad		
Fecha de la Discriminación Presunta (mes, día, año):		
Explique lo más claramente posible lo que pasó y por qué cree que fue discriminado. Describir todas las personas que estuvieron involucradas. Incluya el nombre y la información de contacto de la persona (s) que lo discriminó (si se conoce), así como los nombres y la información de los testigos en contacto. Si se necesita más espacio, por favor use la parte de atrás de este formulario.		
Sección IV:		
¿Ha presentado previamente una queja del Título VI con esta agencia?	<input type="checkbox"/> sí	<input type="checkbox"/> no
En caso afirmativo, sírvase proporcionar cualquier información de referencia con respecto a su queja anterior.		
Sección V:		
¿Ha presentado esta queja ante cualquier otro, estatal o agencia local Federal, o con cualquier corte federal o estatal? <input type="checkbox"/> sí <input type="checkbox"/> no		
En caso afirmativo, marque todo lo que corresponda:		
<input type="checkbox"/> Federal Agency: <input type="checkbox"/> Federal Court: <input type="checkbox"/> State Agency: <input type="checkbox"/> State Court : <input type="checkbox"/> Local Agency:		
Sírvanse proporcionar información sobre una persona de contacto en la agencia / tribunal donde se presentó la denuncia.		
nombre:		

Título:
Agencia:
dirección:
Teléfono:
Sección VI:
Nombre de la agencia de queja es en contra:
Nombre de la persona queja es en contra:
Título:
Ubicación:
Número de teléfono (si está disponible):

Puede adjuntar cualquier material escrito o cualquier otra información que usted piensa que es relevante para su queja. Su firma y la fecha están obligados a continuación

firma fecha

Por favor envíe este formulario en persona en la dirección abajo,

Saguaro Foundation, Title VI Coordinator
1495 S 4th Ave
Yuma, AZ 85364
928-783-6069

Una copia de este formulario se puede encontrar en línea en www.saguarofoundation.com



Discrimination Complaint Form

Section I:		
Name:		
Address:		
Telephone (Home):	Telephone (Work):	
Electronic Mail Address:		
Accessible Format Requirements?	<input type="checkbox"/> Large Print	<input type="checkbox"/> Audio Tape
	<input type="checkbox"/> TDD	<input type="checkbox"/> Other
Section II:		
Are you filing this complaint on your own behalf?	<input type="checkbox"/> Yes*	<input type="checkbox"/> No
<i>*If you answered "yes" to this question, go to Section III.</i>		
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.	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Section III:		
I believe the discrimination I experienced was based on (check all that apply):		
<input type="checkbox"/> Race <input type="checkbox"/> Color <input type="checkbox"/> National Origin <input type="checkbox"/> Disability		
Date of Alleged Discrimination (Month, Day, Year): _____		
Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. Include the name and contact information of the person(s) who discriminated against you (if known) as well as names and contact information of any witnesses. If more space is needed, please use the back of this form.		

Section VI:		
Have you previously filed a Discrimination complaint with this agency?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

If yes, please provide any reference information regarding your previous complaint.

Section V:

Have you filed this complaint with any other Federal, State, or local agency, or with any Federal or State court?

Yes No

If yes, check all that apply:

Federal Agency: _____

Federal Court: _____ State Agency: _____

State Court : _____ Local Agency: _____

Please provide information about a contact person at the agency/court where the complaint was filed.

Name:

Title:

Agency:

Address:

Telephone:

Section VI:

Name of agency complaint is against:

Name of person complaint is against:

Title:

Location:

Telephone Number (if available):

You may attach any written materials or other information that you think is relevant to your complaint. Your signature and date are required below

Signature

Date

Please submit this form in person at the address below, or mail this form to:

SAGUARO FOUNDATION Jessica Castro , Human Resources Director

1495 S 4th Ave.

Yuma, Arizona 85364

928-783-6069

A copy of this form can be found online at **saguarofoundation.com**

If information is needed in another language, contact Jessica Castro at 928-783-6069

Discrimination Investigations, Complaints, and Lawsuits

Description/Name	Date (Month, Day, Year)	Summary (include basis of complaint: race, color, national origin or disability)	Status	Action(s) Taken (Final findings?)
Investigations				
1)				
2)				
Lawsuits				
1)				
2)				
Complaints				
1)				
2)				

X **SAGUARO FOUNDATION** has not had any ADA nor Title VI Discrimination complaints, investigations, or lawsuits in **2020**.

Public Participation Plan

SAGUARO
FOUNDATION
Public Participation
Plan



SAGUARO FOUNDATION is engaging the public in its planning and decision-making processes, as well as its marketing and outreach activities. The public will be invited to participate in the process whether through public meetings or surveys. As an agency receiving federal financial assistance, **SAGUARO FOUNDATION** made the following community outreach efforts:

SAGUARO FOUNDATION forms part of the Yuma Metropolitan Planning Organization (YMPO) plan. The Yuma Regional Transportation Coordination Plan defines a set of strategies to advance local efforts in meeting the mobility needs of transportation for disadvantaged individuals that are defined as elderly, handicapped, developmentally disabled, disabled, low income, and veterans. The plan analyzes the demographics of the transportation disadvantaged populations within the Yuma County region, identifies destinations throughout the region, also, it identifies available recourses to aid the mobility needs of the targeted populations. The plan identifies mobility needs and strategies through public outreach and analysis in an effort to resolve the needs. Coordination meetings are held in a quarterly basis.

Saguaro Foundation participates in public meetings with the Western Arizona Council of Governments (WACOG). Once a month Saguaro participates in the Regional Council on Aging (RCOA), which primarily serves to advise, recommend, and further the mission of the WACOG Area Agency on Aging in its development and administration of the Area Plan within La Paz, Mohave, and Yuma Counties.

Saguaro Foundations Board of Directors meetings are held once a month on the second Tuesday of the month, they are held at the administration building located at 1495 S. 4th Ave. in Yuma Arizona 85364. The public is invited to attend through word of mouth campaigns.

In the upcoming year **SAGUARO FOUNDATION** will make the following community outreach efforts:

STS forms part of the coordination plan that is headed by YMPO.

In the upcoming year STS will continue to make community outreach efforts by continuing to form part of the coordination plan headed by YMPO.

Saguaro Foundation will continue to participate in public Regional Council on Aging (RCOA) meetings with the Western Arizona Council of Governments (WACOG's) on a monthly basis.

Saguaro Foundation will continue hold its Board of Directors meeting and will continue to engage the public in its planning and decision-making processes, as well as its marketing and outreach activities. The public will be invited to participate in the process whether through public meetings or surveys.

Saguaro Transportation Services (STS) Webpage:
<https://saguarofoundation.com/transportation-services/>

(928) 783-6069 saguarofoundation@saguarofoundation.org

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Title VI

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Transportation Services



Saguaro provides transportation within the community of Yuma County and the State of Arizona, to elderly, handicapped and developmentally disabled individuals. Saguaro's fleet of modern and accessible vehicles provide hundreds of rides every day to assist the public in accessing services in the community that are necessary for their health and wellbeing. Vans are equipped with power lifts and ramps that can accommodate wheelchairs, personal mobility carts and walkers. Saguaro Foundation also operates SARA Rides, a one-call/one click centralized Call Center offering one number to call for access to several transportation providers. Operations are 24/7 to a variety of destinations including social service agencies, medical services, and other essential trips. It is an affordable alternative for those living in both urban and rural areas of Yuma County.

Documents

- ADA Transportation Policies [Download](#)
- EEO Policy [Download](#)
- STS Complaint Policy [Download](#)
- STS Disruptive Policy and Procedure [Download](#)
- Title VI Plan 2021 [Download](#)
- YMPO Coordination Plan 2017 [Download](#)

For Additional Information:

ADOT - www.azdot.gov

WACOG - www.wacog.com

YMPO - www.ympo.org

YCIPTA - www.ycipta.org

Limited English Proficiency Plan

SAGUARO FOUNDATION

Limited English Proficiency Plan



SAGUARO FOUNDATION has developed the following Limited English Proficiency Plan (LEP) to help identify reasonable steps to provide language assistance for LEP persons seeking meaningful access to **SAGUARO FOUNDATION** services as required by Executive Order 13166. A Limited English Proficiency person is one who does not speak English as their primary language and who has a limited ability to read, speak, write, or understand English.

This plan details procedures on how to identify a person who may need language assistance, the ways in which assistance may be provided, training to staff, notification to LEP persons that assistance is available, and information for future plan updates. In developing the plan while determining the **SAGUARO FOUNDATIONS**'s extent of obligation to provide LEP services, the **SAGUARO FOUNDATIONS** undertook a U.S. Department of Transportation four-factor LEP analysis which considers the following:

1. Demography: The number or proportion of LEP's served and languages spoken in the service area
2. Frequency: Rate of contact with service or program.
3. Importance: Nature and importance of program/ service to people's lives.
4. Resources: Available resources, including language assistance services varying form limited to wide ranging with varying costs.

1. Table shows Limited English Proficiency Persons in the YMPO region, which is the same service area Saguaro Foundation falls under. Table shows the predominant language of this group being Spanish. FTA standard is to translate material when less than five percent or more of the people in the area speak English less than "very well".

	Language Spoken at Home		
	English	Spanish	Other Languages
San Luis	15.4 %	83.2 %	1.4 %
Somerton	15 %	92 %	1 %
Wellton	65 %	10 %	8 %
Gadsden	5.2 %	94.8 %	0 %
Dateland	46.1%	53.8%	0%
Tacna	55.8%	42.6%	1.4%
Yuma City	47.9%	49.9%	2%
Yuma County	47.9%	49.9%	2.7 %

Language Spoken at Home By Ability to Speak English for the Population 5 Years and Over

Table ID: B16001

2015: ACS 5-Year Estimates Detailed Tables

Label	Yuma County, Arizona		Dateland CDP, Arizona		Gadsden CDP, Arizona		San Luis city, Arizona		Somerton city, Arizona		Tacna CDP, Arizona		Wellton town, Arizona		Yuma city, Arizona	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Total:	187,835	±12	232	±87	521	±144	27,833	±406	13,330	±260	668	±170	2,942	±14	86,803	±505
Speak only English	90,047	±1,703	107	±43	27	±29	1,817	±377	1,826	±559	373	±138	2,443	±227	47,644	±1,553
Spanish or Spanish Creole:	93,778	±1,552	125	±81	494	±135	25,981	±553	11,384	±520	285	±129	465	±221	36,729	±1,527
Speak English "very well"	51,051	±1,821	107	±77	171	±76	9,927	±1,007	5,953	±603	206	±108	272	±207	23,857	±1,324
Speak English less than "very well"	42,727	±1,515	18	±17	323	±95	16,054	±1,040	5,431	±571	79	±42	193	±131	12,872	±863
French (incl. Patois, Cajun):	346	±203	0	±12	0	±12	11	±19	31	±50	0	±12	0	±12	241	±194
Speak English "very well"	229	±136	0	±12	0	±12	11	±19	31	±50	0	±12	0	±12	143	±125
Speak English less than "very well"	117	±148	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	98	±147
French Creole:	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English less than "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Italian:	137	±70	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	63	±53
Speak English "very well"	92	±51	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	63	±53
Speak English less than "very well"	45	±46	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Portuguese or Portuguese Creole:	48	±45	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	39	±40
Speak English "very well"	14	±21	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	14	±21

Speak English less than "very well"	34	±40	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	25	±35
German:	449	±221	0	±12	0	±12	0	±26	0	±19	0	±12	12	±18	284	±200
Speak English "very well"	383	±216	0	±12	0	±12	0	±26	0	±19	0	±12	12	±18	236	±199
Speak English less than "very well"	66	±44	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	48	±39
Yiddish:	5	±8	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English "very well"	5	±8	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English less than "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Other West Germanic languages:	27	±39	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English "very well"	27	±39	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English less than "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Scandinavian languages:	15	±18	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English "very well"	15	±18	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English less than "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Greek:	62	±62	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	16	±25
Speak English "very well"	62	±62	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	16	±25
Speak English less than "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Russian:	12	±15	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	7	±12
Speak English "very well"	7	±12	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	7	±12
Speak English less than "very well"	5	±8	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Polish:	29	±32	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	18	±27
Speak English "very well"	29	±32	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	18	±27

Speak English less than "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Serbo-Croatian:	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English less than "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Other Slavic languages:	50	±44	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	33	±35
Speak English "very well"	41	±37	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	33	±35
Speak English less than "very well"	9	±14	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Armenian:	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English less than "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Persian:	12	±24	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	12	±24
Speak English "very well"	12	±24	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	12	±24
Speak English less than "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Gujarati:	33	±44	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	4	±10
Speak English "very well"	4	±10	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	4	±10
Speak English less than "very well"	29	±42	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Hindi:	81	±70	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	56	±64
Speak English "very well"	70	±64	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	56	±64
Speak English less than "very well"	11	±17	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Urdu:	156	±112	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	129	±109
Speak English "very well"	129	±106	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	124	±105
Speak English less than "very well"	27	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	5	±11

Other Indic languages:	147	±183	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	16	±27
Speak English "very well"	141	±182	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	16	±27
Speak English less than "very well"	6	±11	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Other Indo-European languages:	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English less than "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Chinese:	151	±102	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	130	±104
Speak English "very well"	132	±109	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	111	±110
Speak English less than "very well"	19	±28	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	19	±28
Japanese:	120	±67	0	±12	0	±12	0	±26	0	±19	0	±12	20	±34	46	±40
Speak English "very well"	71	±47	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	35	±37
Speak English less than "very well"	49	±45	0	±12	0	±12	0	±26	0	±19	0	±12	20	±34	11	±18
Korean:	149	±89	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	68	±45
Speak English "very well"	69	±55	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	24	±19
Speak English less than "very well"	80	±67	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	44	±42
Mon-Khmer, Cambodian:	9	±16	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	9	±16
Speak English "very well"	9	±16	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	9	±16
Speak English less than "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Hmong:	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English less than "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29

Thai:	88	±102	0	±12	0	±12	0	±26	0	±19	0	±12	1	±2	33	±54
Speak English "very well"	61	±77	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	15	±22
Speak English less than "very well"	27	±35	0	±12	0	±12	0	±26	0	±19	0	±12	1	±2	18	±33
Laotian:	11	±24	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English "very well"	6	±12	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English less than "very well"	5	±12	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Vietnamese:	313	±200	0	±12	0	±12	0	±26	0	±19	10	±16	0	±12	229	±176
Speak English "very well"	218	±165	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	144	±132
Speak English less than "very well"	95	±98	0	±12	0	±12	0	±26	0	±19	10	±16	0	±12	85	±95
Other Asian languages:	39	±52	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	34	±51
Speak English "very well"	34	±51	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	34	±51
Speak English less than "very well"	5	±8	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Tagalog:	548	±172	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	502	±172
Speak English "very well"	376	±167	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	345	±163
Speak English less than "very well"	172	±114	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	157	±117
Other Pacific Island languages:	103	±69	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	64	±53
Speak English "very well"	51	±43	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	29	±38
Speak English less than "very well"	52	±49	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	35	±41
Navajo:	264	±154	0	±12	0	±12	14	±17	12	±20	0	±12	1	±2	89	±68
Speak English "very well"	196	±149	0	±12	0	±12	13	±16	0	±19	0	±12	1	±2	58	±51
Speak English less than "very well"	68	±54	0	±12	0	±12	1	±4	12	±20	0	±12	0	±12	31	±46

Other Native North American languages:	239	±92	0	±12	0	±12	10	±19	56	±61	0	±12	0	±12	47	±45
Speak English "very well"	233	±92	0	±12	0	±12	10	±19	56	±61	0	±12	0	±12	47	±45
Speak English less than "very well"	6	±5	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Hungarian:	29	±27	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	23	±30
Speak English "very well"	14	±13	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	8	±13
Speak English less than "very well"	15	±20	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	15	±20
Arabic:	266	±188	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	210	±157
Speak English "very well"	166	±139	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	140	±129
Speak English less than "very well"	100	±83	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	70	±68
Hebrew:	15	±13	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	9	±14
Speak English "very well"	15	±13	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	9	±14
Speak English less than "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
African languages:	6	±13	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English "very well"	0	±29	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Speak English less than "very well"	6	±13	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	0	±29
Other and unspecified languages:	51	±51	0	±12	0	±12	0	±26	21	±33	0	±12	0	±12	19	±30
Speak English "very well"	41	±43	0	±12	0	±12	0	±26	21	±33	0	±12	0	±12	9	±15
Speak English less than "very well"	10	±15	0	±12	0	±12	0	±26	0	±19	0	±12	0	±12	10	±15

2. Frequency: Agencies providing direct service, such as demand response Para-transit service, translate all public materials into Spanish due to daily contact with LEP populations. Vital materials are translated into Spanish. Additional translation and interpreter services are offered.

Saguaro Foundation's staff reviewed the frequency with which office staff, dispatchers and drivers have, or could have, contact with LEP persons for 2020. Saguaro Foundation averages 2,000 contacts per month.

3. Importance: Transportation is an important element to people's independence. Inclusive community engagement is critical to ensuring that transportation scheduling and dispatching is responsive to the needs of the targeted population. Such trips usually involve visits to the doctor's office, hospitals, pharmacies, urgent cares, groceries stores, work, etc.
4. SF transports to medical facilities for example: doctors' offices, hospital, urgent cares, pharmacies; in addition, SF also transports to: schools, grocery stores, employment and residential areas for example: Achieve Human Services, Rise, nursing homes, and adult day programs.
5. Resources: Resources to translate materials and interpret for individuals are available. The investment is made to translate vital materials. Saguaro Foundation maintains a standing offer to translate additional materials into additional languages and provide alternative formats such as Braille or large print. At least one person in nearly every Saguaro Foundation division is bilingual and available to assist with interpretation. At a minimum, there is a bilingual staff member who can assist with interpretation at every policy meeting and at other public meetings as needed. In addition, 99 percent of the drivers are bilingual and available to translate for any LEP individual that may need assistance.

Safe Harbor Provision

SAGUARO FOUNDATION complies with the Safe Harbor Provision, as evidenced by the number of documents available in the Spanish language. With respect to Title VI information, the following shall be made available in Spanish:

- (1) Non Discrimination Notice to the Public
- (2) Non Discrimination Complaint Procedures
- (3) Discrimination Complaint Form

In addition, we will conduct our marketing (including using translated materials) in a manner that reaches each LEP group. Vital Documents include the following:

- (1) Notices of free language assistance for persons with LEP
- (2) Notice of Non-Discrimination and Reasonable Accommodation
- (3) Outreach Materials
- (4) Bus Schedules
- (5) Route Changes
- (6) Public Hearings

1) **SAGUARO FOUNDATION** provides language assistance services through the below methods:

- Staff is provided a list of what written and oral language assistance products and methods the agency has implemented and how agency staff can obtain those services.
- Instructions are provided to customer service staff and other **SAGUARO FOUNDATION** staff who regularly take phone calls from the general public on how to respond to an LEP caller.
- Instructions are provided to customer service staff and others who regularly respond to written communication from the public on how to respond to written communication from an LEP person.
- Instructions are provided to vehicle operators, station managers, and others who regularly interact with the public on how to respond to an LEP customer.
- Bilingual or multilingual versions of:
 - "How to ride" brochures
 - System maps and timetables
 - Safety and security announcements
 - Service change announcements

2) **SAGUARO FOUNDATION** has a process to ensure the competency of interpreters and translation service through the following methods:

SAGUARO FOUNDATION will ask the interpreter or translator to demonstrate that he or she can communicate or translate information accurately in both English and the other language. **SAGUARO FOUNDATION** will train the interpreter or translator in specialized terms and concepts associated with the agency's policies and activities. **SAGUARO FOUNDATION** will instruct the interpreter or translator that he or she should not deviate into a role as counselor, legal advisor, or any other role aside from interpreting or translator. **SAGUARO FOUNDATION** will ask the interpreter or translator to attest that he or she does not have a conflict of interest on the issues that they would be providing interpretation services.

3) **SAGUARO FOUNDATION** provides notice to LEP persons about the availability of language assistance through the following methods:

- Statements in outreach documents that language services are available from the agency.
- Information tables at local events
- Signs and handouts available in vehicles and at stations
- Announcements in vehicles and at stations
- Agency websites
- Customer service lines

4) **SAGUARO FOUNDATION** monitors, evaluates and updates the LEP plan through the following process:

SAGUARO FOUNDATION will monitor the LEP plan by conducting an annual Four-Factor analysis, establishing a process to obtain feedback from internal staff and members of the public and conducting

internal evaluations to determine whether the language assistance measures are working for staff. **SAGUARO FOUNDATION** will make changes to the language assistance plan based on feedback received. **SAGUARO FOUNDATION** may take into account the cost of proposed changes and the resources available to them. Depending on the evaluation, **SAGUARO FOUNDATION** may choose to disseminate more widely those language assistance measures that are particularly effective or modify or eliminate those measures that have not been effective. **SAGUARO FOUNDATION** will consider new language assistance needs when expanding transit service into areas with high concentrations of LEP persons will consider modifying their implementation plan to provide language assistance measures to areas not previously served by the agency.

5) **SAGUARO FOUNDATION** trains employees to know their obligations to provide meaningful access to information and services for LEP persons and all employees in public contact positions will be properly trained to work effectively with in-person and telephone interpreters. **SAGUARO FOUNDATION** will implement processes for training of staff through the following procedures:

SAGUARO FOUNDATION will identify staff that are likely to come into contact with LEP persons as well as management staff that have frequent contact with LEP persons in order to target training to the appropriate staff. **SAGUARO FOUNDATION** will identify existing staff training opportunities, as it may be cost-effective to integrate training on their responsibilities to persons with limited English proficiency into agency training that occurs on an ongoing basis. **SAGUARO FOUNDATION** will include this training as part of the orientation for new employees. Existing employees, especially managers and those who work with the public may periodically take part in re-training or new training sessions to keep up to date on their responsibilities to LEP persons. **SAGUARO FOUNDATION** will implement LEP training to be provided for agency staff. **SAGUARO FOUNDATION** staff training for LEP to include:

- A summary of the **SAGUARO FOUNDATION** responsibilities under the DOT LEP Guidance;
 - A summary of the **SAGUARO FOUNDATION** language assistance plan;
 - A summary of the number and proportion of LEP persons in the **SAGUARO FOUNDATION** service area, the frequency of contact between the LEP population and the agency's programs and activities, and the importance of the programs and activities to the population;
 - A description of the type of language assistance that the agency is currently providing and instructions on how agency staff can access these products and services; and
- A description of the **SAGUARO FOUNDATION** cultural sensitivity policies and practices.



Nuestra Misión

Coordinar y expandir servicios nuevos y existentes de transporte dentro del Condado de Yuma y áreas circundantes que son seguras , asequibles , fiables y accesibles .

Sobre SARA Rides

SARA Rides es un centro de llamadas centralizado de llamada única que ofrece un número para obtener acceso a varios proveedores de transporte . Las operaciones estan disponibles 24/7 a una variedad de destinos, incluyendo agencias de servicios sociales , servicios médicos / citas y otros viajes esenciales . Es una alternativa asequible para aquellos que viven en las zonas urbanas y rurales del Condado de Yuma . En SARA Ride el enfoque cambia de rutas y grupos a personas y destinos . Por lo tanto , las estrategias de gestión de la movilidad se institucionalican en este proceso y el producto final se orientará hacia la sostenibilidad y la autosuficiencia de los usuarios. Entrenamiento para Viajar se proporcionará a las personas que necesitan ayuda para obtener transporte público a través YCIPTA , así como

El centro de atención telefónica ofrece los siguientes servicios:

- Certificación de elegibilidad para viajes de ADA
- Entrenamiento para viajar
- Una variedad de opciones y servicios de transporte
- Opciones de movilidad
- Acomodo de servicios a las fuentes de adecuadas de fondos.



Estrategias De Coordinación

Las alternativas pueden incluir: viajes coordinados dentro de paratransito que incluye:

- Transporte Superior
- El transporte en los servicios de empleo
- Transporte médico no de emergencia
- El transporte de ingresos bajos
- Transporte para los veteranos y familias de militares
- Portal web , portal del cliente , el portal de las instalaciones permite que los usuarios , los proveedores y las instalaciones realizen solicitudes de viaje , cancelaciones y modificaciones en línea .
- Habilitado con tecnología de información y asistencia, centro de coordinación para ayudar con el transporte y otros servicios humanos con tan solo una llamada.
- Terminales móviles de datos y tecnología de localización de vehículos para realizar un seguimiento de la ubicación actual del vehículo , datos de servicio y optimizar la presentación de informes.

disabilities, and the behavioral health community through residential style group home settings. Provide Home and Community Based services and day program services to adults and children with disabilities. Provide transportation within the community of Yuma County and the State of Arizona, to elderly, handicapped and developmentally disabled individuals. Services are provided through properly trained staff within each department. Finally, Saguario will focus in protecting the rights of the individuals it serves, by promoting their well being and enhancing their quality of life, while establishing a firm financial position.

Saguario Foundation

Saguario Foundation is a 501(C)(3) non-profit corporation. All donations are tax-deductible. Saguario is a rapidly expanding agency who focuses on member and staff needs. Saguario Foundation has career opportunities available.

Service Eligibility

Determine Eligibility | Arizona Department of Economic Security (azhcccs.gov) Programs and Covered Services (azhcccs.gov)



Transportation: 928-376-7272
saguarofoundation@saguarofoundation.org
1495 South 4th Avenue Yuma, AZ 85364





Day Program Services

Saguaro Foundation specializes in a wide range of Day Treatment and Training Programs for children and adults. Our day programs are designed to fit our members needs by providing a diverse range of activities, which have been designed to enhance their quality of life. Qualifying members must be at least 18 years of age .

In-Home (HCBS) Services

Home and Community Based Services (HCBS) through this service, Saguaro assists individuals with developmental disabilities that remain at home. Assistance includes personal hygiene, daily living activities, planning and prepping meals. It also helps empower activities related to routine household maintenance. In home services provide essential activities to meet personal, physical, and social needs. Such skills enhance the ability for these individuals to perform self-help tasks, physical mobility, and adaptive living skills.

DDD Residential Services

Saguaro operates 14 residential style settings throughout Yuma County. Homes are operated 24/7 by trained and compassionate direct support professionals. Each home ranges from 1-4 members, each provided with their own personal living space. Saguaro Foundation focuses on the individuals' unique traits, needs, likes and cultural background.

BH Residential Services

Saguaro operates 2 Behavioral Health residential facilities. This program is designed to provide behavioral health services to individuals with severe mental illnesses (SMI) and/or who are dual diagnosed.



Transportation Services

Transportation services are available to elderly, handicapped and developmentally disabled individuals. Saguaro's fleet of modern and accessible vehicles provide hundreds of rides every day to assist the public in accessing services in the community that are necessary for their health and wellbeing. Vans are equipped with power lifts and ramps that can accommodate wheelchairs, personal mobility carts and walkers. Saguaro Foundation also operates SARA Rides, a one-call/one click centralized Call Center, offering one number to call for access to several transportation providers. Operations are 24/7 to a variety of destinations including social service agencies, medical services, and other essential trips. It is an affordable alternative for those living in both urban and rural areas of Yuma County.

Non-elected Committees Membership Table

Table Depicting Membership of Committees, Councils, Broken Down by Race

Body	Caucasian	Latino	African American	Asian American	Native American
Population					
BOARD OF DIRECTORS	80%				20%

X **SAGUARO FOUNDATION** does NOT select the membership of any transit-related committees, planning boards, or advisory councils.

Monitoring for Subrecipient Title VI Compliance

X **SAGUARO FOUNDATION** does NOT monitor subrecipients for Title VI compliance as it does not have any FTA subrecipients.

Title VI Training

SAGUARO FOUNDATION attends all 5310 Grant workshops and webinars pertaining to the Title VI requirements. The training is then conducted in our management meetings by our Title VI coordinator/Human Resource Director Jessica Castro . Managers then conduct trainings with all employees. Trainings are conducted on an as needed basis to limited English Proficiency persons in an appropriate fashion. The Title VI procedures are also posted on our website. Saguaro Foundation staff are aware of the LEP procedures should they encounter service for LEP individuals.

Title VI Equity Analysis

A subrecipient planning to acquire land to construct certain types of facilities must not discriminate on the basis of race, color, or national origin, against persons who may, as a result of the construction, be displaced from their homes or businesses. "Facilities" in this context does not include transit stations or bus shelters, but instead refers to storage facilities, maintenance facilities, and operation centers.

There are many steps involved in the planning process prior to the actual construction of a facility. It is during these planning phases that attention needs to be paid to equity and non-discrimination through equity analysis. The Title VI Equity Analysis must be done before the selection of the preferred site.

The **SAGUARO FOUNDATION** has no current or anticipated plans to develop new transit facilities covered by these requirements. No facilities covered by these requirements were developed since **JUNE 30, 1976**.

Board Approval for the Title VI Program

SAGUARO FOUNDATION

Board Resolution

April 10, 2024

WHEREAS: The Saguaro Foundation wishes to maintain compliance with the Arizona Department of Transportation section 5310 Grant.

WHEREAS: The Saguaro Foundation seeks to update the civil rights Title VI of the civil rights act and ADA policies for the current grant cycle.

BE IT RESOLVED: The Saguaro Foundation Board of Directors adopts provisions that have been updated to conform to updated Title VI policies, which comply with ADOT requirements.

Approved this date May 14th, 2024, in regular session of the Saguaro Foundation Board of Directors.

Board President
Sahbrjeena Munoz

Date

Organizational Chart

