

# **Title VI Plan**

## ***United Ability***

FTA Section 5310 Program

Enhanced Mobility of Seniors and Individuals with Disabilities

Submitted to

Regional Planning Commission of Greater Birmingham

March 2026

This document is posted at

[www.UnitedAbility.org](http://www.UnitedAbility.org)

For further information, please contact

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## Title VI Plan

### Title VI Program Requirements

Participation in Federal Transit Administration's (FTA) 5310 Program Enhanced Mobility of Seniors and Individuals with Disabilities requires that subgrantees develop and adopt a Title VI Plan every three years. Title VI of the Civil Rights Act of 1964 prohibits discrimination based on race, color, or national origin in programs and activities that receive federal financial assistance. It ensures that public funds are not used in ways that promote racial discrimination, allowing individuals to file complaints if they believe they have been discriminated against.

This document is intended to include the minimum requirements of Section 49 Code of Federal Regulations, Part 21 and Federal Transit Administration (FTA) Circular 4702.1B. The 5310 Program Subrecipient Title VI Plan requirements include:

1. Title VI Policy Statement
2. Description of the subrecipient agency and designation of Title VI Liaison
3. Listing of 5310 program funding received by the subrecipient and pending grant applications
4. Title VI notice to the public that indicates the subrecipient complies with Title VI and informs members of the public of the protections against discrimination afforded to them by Title VI. Include a list of locations where the notice is posted.
5. Instructions to the public on how to file a Title VI discrimination complaint, including a copy of the complaint form.
6. Description of any prior Title VI Plan and complaints including a list of any Title VI investigations, complaints, or lawsuits filed with the subrecipient. This list should include only those investigations, complaints, or lawsuits that pertain to allegations of discrimination on the basis of race, color, and/or national origin that pertain to the subrecipient submitting the report.
7. Demographic information about the services area and clients served by the subrecipient. This document includes demographic information for the Birmingham Metropolitan Planning area.
8. Public participation element including an outreach plan to engage minority and limited English proficient populations, as well as a summary of outreach efforts made since the last Title VI Program submission. A subrecipient's public participation plan for minority populations may be part of efforts that extend more broadly to include other constituencies that are traditionally underserved, such as people with disabilities, and low-income populations.
9. A plan for providing language assistance to persons with limited English proficiency.
10. Subrecipients that have transit-related, non-elected planning boards, advisory councils or committees, or similar bodies, the membership of which is selected by the recipient, must provide a table depicting the racial breakdown of the membership of those committees, and a description of efforts made to encourage the participation of minorities on such committees or councils.

Title VI Plan Approval Log

Title VI Plan Adopted on: March 12, 2026  
United Ability Board of Directors

Adopted by: \_\_\_\_\_

Signature:   
Printed Name and Title: Heather Baty, Board Chair

Title VI Plan Activity Log

Date	Activity (Review/Update/Addendum/ Adoption/Distribution)	Concerned Person (Signature)	Remarks

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**1.0 Title VI/Nondiscrimination Policy Statement**

(Subrecipient – Name of agency) assures the Regional Planning Commission of Greater Birmingham that no person shall on the basis of race, color, or national origin as provided by Title VI of the Civil Rights Act of 1964, Federal Transit Laws, 49 CFR Part 21 Unlawful Discrimination, Nondiscrimination In Federally-Assisted Programs Of The Department Of Transportation and as per written guidance under FTA Circular 4702.1B, dated October 2012, be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination or retaliation under any program or activity undertaken by the agency.

(Subrecipient) further agrees to the following responsibilities with respect to its programs and activities:

1. Designate a Title VI Liaison that has a responsible position within the organization and access to the recipient's Chief Executive Officer or authorized representative.
2. Issue a policy statement signed by the Executive Director or authorized representative, which expresses its commitment to the nondiscrimination provisions of Title VI. The policy statement shall be circulated throughout the Agency's organization and to the general public. Such information shall be published where appropriate in language other than English.
3. Insert the clauses of Section 4.6 of this plan into every contract funded with 5310 Program funds.
4. Develop a complaint process and attempt to resolve complaints of discrimination against (subrecipient).
5. Participate in training offered on the Title VI and other nondiscrimination requirements.
6. If reviewed by RPCGB, ALDOT, FTA or any other state or federal regulatory agency, take affirmative actions to correct any deficiencies found within a reasonable time period, not to exceed ninety (90) days.
7. Have a process to collect racial and ethnic data on persons impacted by the agency's programs.
8. Submit an updated Title VI Plan every three years as requested by RPCGB. (refer to Appendix A of this plan)

**THIS ASSURANCE** is given in consideration of and for the purpose of obtaining any and all federal funds, grants, loans, contracts, properties, discounts or other federal financial assistance under all programs and activities and is binding. The person whose signature appears below is authorized to sign this assurance on behalf of the agency.

Signature: \_\_\_\_\_ *Susan Sellers* \_\_\_\_\_  
Printed Name: \_\_\_\_\_ *Susan Sellers* \_\_\_\_\_

## Title VI Plan

### 2.0 Introduction, Description of Services and Title VI Liaison

UNITED ABILITY submits this Title VI Plan in compliance with Title VI of the Civil Rights Act of 1964, 49 CFR Part 21, and the guidelines of FTA Circular 4702.1B, published October 1, 2012. UNITED ABILITY is a sub-recipient of FTA 5310 Program providing enhanced services for seniors and individuals with disabilities in the Birmingham, Alabama urbanized area. A detailed description of the current UNITED ABILITY programs is included in Appendix B.

The liaison is the focal point for Title VI implementation and monitoring of activities receiving federal financial assistance. Key responsibilities of the Title VI Liaison include:

- Maintain knowledge of Title VI requirements.
- Attend training on Title VI and other nondiscrimination authorities when offered by GDOT or any other regulatory agency.
- Disseminate Title VI information to the public including in languages other than English, when necessary.
- Develop a process to collect data related to race, gender and national origin of service area population to ensure low income, minorities, and other underserved groups are included and not discriminated against.
- Implement procedures for the prompt processing of Title VI complaints.

(Name of Subrecipient)'s Title VI Liaison is:

Name, Title, Street Address, Telephone, Email Address

### 2.1 Listing of 5310 program funding received by the subrecipient and pending grant applications

The following is a summary of UNITED ABILITY'S current and pending federal and state funding.

#### Current and Pending Funding

1. Received RPC funding in FY23 \$129,192 for three (3) Honda mini vans with ramps
2. Received RPC funding in FY24 \$122,400 for two (2) Ford Transit 5/2 Passenger Vans
3. Applied and pending approval for ALDOT FY26 \$98,926

During the previous three years, FTA or ALDOT did not complete a Title VI compliance review of UNITED ABILITY. UNITED ABILITY has not been found to be in noncompliance with any civil rights requirements.

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### 2.2 Annual Certifications and Assurances

In accordance with 49 CFR Section 21.7(a), every application for financial assistance from FTA must be accompanied by an assurance that the applicant will carry out the program in compliance with Title VI regulations. This requirement shall be fulfilled when the UNITED ABILITY submits its annual certifications and assurances. RPCGB recipients will collect Title VI assurances from sub-recipients prior to passing through FTA funds.

UNITED ABILITY will remain in compliance with this requirement by annual submission of certifications and assurances as required by RPCGB and/or ALDOT.

### 2.3 Title VI Plan Concurrence and Adoption

This Title VI Plan received RPCGB concurrence on date. The Plan was approved and adopted by UNITED ABILITY during a meeting held on MARCH 12, 2026. A copy of the meeting minutes and RPCGB concurrence letter is included in Appendix C of this Plan.

### **3.0 Title VI Notice to the Public**

#### **3.1 Notice to Public**

The UNITED ABILITY operates its programs and services without regard to race, color, and/or national origin in accordance with Title VI of the Civil Rights Act. Any person who believes he/she has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with the UNITED ABILITY.

For more information on the UNITED ABILITY's civil rights program and the procedures to file a complaint:

- See [www.UnitedAbility.org](http://www.UnitedAbility.org)
- Contact Susan Sellers, 100 Oslo Circle, Birmingham, AL 35211
- A complaint may also be filed directly with the Federal Transit Administration at the Office of Civil Rights, Attention: Title VI Program Coordinator, East Building, 5th Floor-TCR, 1200 New Jersey Ave SE, Washington, DC 20590.
- If information is needed in another language, please contact Susan Sellers, 100 Oslo Circle, Birmingham, AL 35211
- This Notice is posted on the UNITED ABILITY's website at: [www.UnitedAbility.org](http://www.UnitedAbility.org) and on the bulletin board at the UNITED ABILITY's offices at 100 Oslo Circle, Birmingham AL 35211.

#### **3.2 Notice Posting Locations**

The Notice to Public will be posted at many locations to apprise the public of UNITED ABILITY obligations under Title VI and to inform them of the protections afforded them under Title VI. At a minimum, the notice will be posted in public areas, such as the above listing, and of UNITED ABILITY office(s) including the reception desk and meeting rooms, and on the UNITED ABILITY website at [www.unitedability.org](http://www.unitedability.org). Additionally, UNITED ABILITY will post the notice at collaboratives, agencies offices, and on transit vehicles.

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### 4.0 Title VI Procedures and Compliance

#### 4.1 Complaint Procedure

Any person who believes he or she has been discriminated against on the basis of race, color or national origin by UNITED ABILITY may file a Title VI complaint by completing and submitting the agency's Title VI Complaint Form (refer to Appendix E). UNITED ABILITY investigates complaints received no more than 180 days after the alleged incident. UNITED ABILITY will process complaints that are complete.

Once the complaint is received, UNITED ABILITY will review it to determine if our office has jurisdiction. The complainant will receive an acknowledgement letter informing him/her whether the complaint will be investigated by our office.

UNITED ABILITY has ninety (90) days to investigate the complaint. If more information is needed to resolve the case, UNITED ABILITY may contact the complainant. The complainant has ten (10) 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 ten (10) business days, UNITED ABILITY can administratively close the case. A case can also be administratively closed if the complainant no longer wishes to pursue their case.

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 Title VI violation and that the case will be closed. A 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. If the complainant wishes to appeal the decision, she/he has seven (7) days to do so from the time he/she receives the closure letter or the LOF.

The complaint procedure is available to the public on the UNITED ABILITY website [www.unitedability.org](http://www.unitedability.org) in both English and Spanish. If an individual is in need of oral translation assistance, UNITED ABILITY staff has the ability to connect a translator into a phone call through a translation service.

### 4.0 Procedimientos y Conformidad del Título VI

Commented [JR1]: Revised translation for this section

#### 4.2 Procedimiento de queja

Cualquier persona que crea que él o ella ha sido discriminada por raza, color u origen nacional por UNITED ABILITY puede presentar una queja del Título VI completando y enviando el Formulario de Quejas del Título VI de la agencia (consulte el Apéndice E). UNITED ABILITY investiga las quejas recibidas no más de 180 días después del presunto incidente. UNITED ABILITY procesará las quejas que están completas.

Una vez recibida la queja, UNITED ABILITY la revisará para determinar si nuestra oficina tiene jurisdicción. El demandante recibirá una carta de acuse de recibo en la que se le informará si nuestra oficina investigará la queja.

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UNITED ABILITY tiene noventa (90) días para investigar la queja. Si se necesita más información para resolver el caso, Three Rivers Regional Commission Transit puede comunicarse con el demandante. El demandante tiene diez (10) días laborales a partir de la fecha de la carta para enviar la información solicitada al investigador asignado al caso. Si el demandante no se comunica con el investigador o no recibe la información adicional dentro de los diez (10) días laborales, UNITED ABILITY puede cerrar el caso administrativamente. Un caso también puede ser cerrado administrativamente si el demandante ya no desea continuar con su caso.

Después de que el investigador revise la queja, él / ella emitirá una de las dos cartas al demandante: una carta de cierre o una carta de hallazgo (LOF). Una carta de cierre resume las acusaciones e indica que no hubo una violación del Título VI y que el caso se cerrará. Una LOF resume las acusaciones y las entrevistas sobre el presunto incidente y explica si ocurrirá alguna acción disciplinaria, capacitación adicional del miembro del personal u otra acción. Si el demandante desea apelar la decisión, tiene siete (7) días para hacerlo desde el momento en que recibe la carta de cierre o la LOF.

El procedimiento de quejas se pondrá a disposición del público en el sitio web del UNITED ABILITY ([www.UnitedAbility.org](http://www.UnitedAbility.org)).

### **4.3 Complaint Form**

A copy of the complaint form in English and Spanish is provided in Appendix E and on the UNITED ABILITY website.

### **4.4 Record Retention and Reporting Policy**

FTA requires that all direct and primary recipients (RPCGB) document their compliance by submitting a Title VI Plan to their FTA regional civil rights officer once every three (3) years. UNITED ABILITY will submit Title VI Plans to RPCGB for concurrence on an annual basis or any time a major change in the Plan occurs.

Compliance records and all Title VI related documents will be retained for a minimum of three (3) years and reported to the primary recipient annually.

### **4.5 Sub-recipient Assistance and Monitoring**

UNITED ABILITY has no sub-recipients.

### **4.6 Subrecipients and Subcontractors**

(NAME OF SUBRECIPIENT) is responsible for ensuring that subcontractors are in compliance with Title VI requirements. The following nondiscrimination clauses will be inserted into every contract with contractors and subcontractors subject to Title VI regulations.

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### Nondiscrimination Clauses

During the performance of a contract, the contractor, for itself, its assignees and successors in interest (hereinafter referred to as the "Contractor") must agree to the following clauses:

1. **Compliance with Regulations:** The Contractor shall comply with the Regulations relative to nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation (hereinafter, "USDOT") Title 49, Code of Federal Regulations, Part 21, as they may be amended from time to time, (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this Agreement.
2. **Nondiscrimination:** The Contractor, with regard to the work performed during the contract, shall not discriminate on the basis of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The Contractor shall not participate either directly or indirectly in the discrimination prohibited by section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.
3. **Solicitations for Subcontractors, including Procurements of Materials and Equipment:** In all solicitations made by the Contractor, either by competitive bidding or negotiation for work to be performed under a subcontract, including procurements of materials or leases of equipment; each potential subcontractor or supplier shall be notified by the Contractor of the subcontractor's obligations under this contract and the Regulations relative to nondiscrimination on the basis of race, color, or national origin.
4. **Information and Reports:** The Contractor shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Regional Planning Commission of Greater Birmingham and/or the Federal Transit Administration, to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of a Contractor is in the exclusive possession of another who fails or refuses to furnish this information the Contractor shall so certify to the Regional Planning Commission of Greater Birmingham, and/or the Federal Transit Administration, as appropriate, and shall set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of the Contractor's noncompliance with the nondiscrimination provisions of this contract, (NAME OF SUBRECIPIENT) shall impose contract sanctions as appropriate, including, but not limited to:
  - a. withholding of payments to the Contractor under the contract until the Contractor complies, and/or
  - b. cancellation, termination or suspension of the contract, in whole or in part.
6. **Incorporation of Provisions:** The Contractor shall include the provisions of paragraphs (1) through (6) in every subcontract, including procurement of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto. The Contractor shall take such

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action with respect to any subcontract or procurement as (NAME OF SUBRECIPIENT), Regional Planning Commission of Greater Birmingham, and/or the Federal Transit Administration, may direct as a means of enforcing such provisions including sanctions for noncompliance.

**5.0 Title VI Investigations, Complaints, and Lawsuits**

In accordance with 49 CFR 21.9(b), UNITED ABILITY must record and report any investigations, complaints, or lawsuits involving allegations of discrimination. The records of these events shall include the date the investigation, lawsuit, or complaint was filed; a summary of the allegations; the status of the investigation, lawsuit, or complaint; and actions taken by UNITED ABILITY in response; and final findings related to the investigation, lawsuit, or complaint. The records for the previous three (3) years shall be included in the Title VI Plan when it is submitted to RPCGB and/or other primary recipient.

UNITED ABILITY has no investigations, complaints, or lawsuits involving allegations of discrimination on the basis of race, color, or national origin over the past three (3) years. A summary of any incidents is recorded in Table 1.

*Table 1: Summary of Investigations, Lawsuits, and Complaints*

	Date (Month, Day, Year)	Summary (include basis of complaint: race, color, or national origin)	Status	Action(s) Taken
<b>Investigations</b>				
1.				
2.				
<b>Lawsuits</b>				
1.				
2.				
<b>Complaints</b>				
1.				
2.				

## 6.0 Public Participation

UNITED ABILITY public participation outreach is intended to engage minority and limited English proficient populations and are traditionally underserved, such as people with disabilities, and low-income populations. Activities undertaken by UNITED ABILITY include:

web page, brochures, community meetings, hosted events on campus, presentations.

### Current Outreach Efforts

Following is a listing of UNITED ABILITY public outreach efforts made over the last three (3) years. United Ability hosts, promotes, attend and facilitates outreach through the daily operations of each program described in Appendix B. Below are a few of the largest annual events.

Table 2: Outreach Activities 2023, 2024 and 2025

Date	Outreach Activity
2023, 2024 and 2025 across all 12 months of each year	Key partner for United Way Central speaking and hosting more than 25 companies and organizations annually
October 2023, 2024, & 2025	Host and present at Alabama state-wide Early Intervention Conference
September 2024, and 2025	Host, co-sponsor and present at the AT Alabama state-wide conference
March 2023, 2024, and 2025	Host, and present the Adults with Disabilities Transitions Conference co-sponsored with the UAB STEP Clinic and Children's of Alabama Transitions Conference
March 2023, 2024, and 2025	Annually United Ability participates as a vendor in multiple community expos, celebrations, walks/runs, and other events.
2024 and 2025	Hosted and taught 6 parent advocacy classes at 3 different area locations
November 2023 and 2024	Host Disability Job Fair with over 100 businesses present to interview 300+ applicants with disabilities for more than 340 open positions

## 7.0 Language Assistance

UNITED ABILITY provides enhanced transportation services for elderly and individuals with disabilities in the Birmingham area. UNITED ABILITY is required to take responsible steps to ensure meaningful access to the benefits, services, information and other important portions of its programs and activities for individuals who are Limited English Proficiency (LEP).

Table 3 identifies the Birmingham Metropolitan Planning Area population including LEP.

Table 3 - Language Spoken At Home

<b>Limited English Proficiency Population Birmingham Metropolitan Planning Area</b>
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Description	Total Population	Proficient	LEP	% of Total
Population age 5 and over	903,339			
LEP Persons	63,253	38,733	24,520	2.71%
LEP Persons Speaking:				
Spanish	40,538	22,932	17,606	1.95%
Indo-European	9,312	6,958	2,354	0.26%
Asian and Pacific Island	8,355	5,178	3,177	0.35%
Other	5,048	3,665	1,383	0.15%

Source: US Census, American Community Survey 5-Year Estimates Data Profiles, 2025, Table DP02

Language assistance activities undertaken by UNITED ABILITY include:

- List LEP activities such as:
  - Translation for web page, and brochures
  - Translation for client enrollment paperwork
  - Translation for client educational information
  - Translation of medical services
  - Translation for multidisciplinary, personal care plan meeting
  - Multilingual staff
  - Language assistance line
  - In-person translation contract with AIDB

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**8.0 Advisory Bodies**

UNITED ABILITY Board of Directors consists of 27 members. The racial makeup of those members is summarized in the following table.

Body	Caucasian	Latino	African American	Asian American	Native American	Other
UNITED ABILITY Board of Directors	75%	0%	16%	4%	0%	0%

The make up those members that represent the underserved (elderly or disabled).

Board members over the age of 60      25%

Board members with a disability or a family member with a disability      45%

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### 9.0 Appendices

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## Appendix A

# FTA Circular 4702.1B Reporting Requirements for Transit Providers

Every three years, RPCGB is required to submit the following information to the Federal Transit Administration (FTA) as part of their Title VI Program. Sub-recipients shall submit the information below to RPCGB, on a schedule to be determined by RPCGB.

### General Requirements

*All recipients must submit:*

- Title VI Notice to the Public, including a list of locations where the notice is posted
- Title VI Complaint Procedures (i.e., instructions to the public regarding how to file a Title VI discrimination complaint)
- Title VI Complaint Form
- List of transit-related Title VI investigations, complaints, and lawsuits
- Public participation activities including information about outreach methods to engage minority and limited English proficient populations (LEP), as well as a summary of outreach efforts made since the last Title VI Program submission
- Language assistance activities for providing language assistance to persons with limited English proficiency (LEP).
- A table depicting the membership of non-elected committees and councils, the membership of which is selected by the recipient, broken down by race, and a description of the process the agency uses to encourage the participation of minorities on such committees
- A copy of board meeting minutes, resolution, or other appropriate documentation showing the board of directors or appropriate governing entity or official(s) responsible for policy decisions reviewed and approved the Title VI Program.

## Appendix B

# Current System Description

### Current System Description

1. An overview of the organization including its mission, program goals and objectives.

Description of services provided by the organization and area served:

**MISSION**

United Ability provides innovative services connecting people with disabilities to their communities and empowering individuals to live full and meaningful lives.

**VISION**

United Ability envisions a world where disability is neither defining nor limiting.

For 77 years, United Ability, Inc. (UA) has offered innovative programs in greater Birmingham and beyond (8 counties) for individuals living with a wide range of disabilities including cerebral palsy, spina bifida, autism, Down Syndrome, brain malformations, neuro-motor and genetic disorders, limb loss or deficiency, and closed head and spinal injuries. Individuals benefit from physical medicine, speech, occupational, and physical therapies, family support; employment services; adult day programs and community integration services; early learning; early intervention; home visiting programs; transition services to adulthood; and respite care. In 2025, over 5200 unique individuals with disabilities and their families were served by United Ability. We are one of only a few organizations in Alabama that serves the entire life spectrum of an individual with disabilities, from point of diagnosis through balance of life.

2. High level description of programs including summary of public support such as contract with state, federal or local government organizations

Through 11 different programs United Ability service individuals with disabilities and their families from birth through the continuum of their life. Of the 11 programs, eight (8) require state contracts and receive state and federal funding as their primary funding source. United Ability receives 11 different state licenses to provide serves. Our programs have also received 5 different state and nationally ranked accreditations.

**ABILITY CONNECTIONS**

Facilitates monthly integrated community social activities for families and caregivers forming connections and small group engagement to foster support, inclusion, and belonging.

**ABILITY CLINIC MEDICAL SERVICES**

In partnership with Cahaba Medical Care, infants, children, adolescents, and adults are served in a safe family focused environment. The unique integrated care model provides coordination of serves including

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Pediatric Primary Care, Family Medicine/Primary Care, Optometry, Behavioral Health, Social Work, Rehabilitation Medicine, and Pediatric Neuro-Psychology evaluation and treatment.

### **ADULT PROGRAM**

Serves adults with intellectual disabilities. Through a combination of on-campus and off-campus services including classroom instruction for daily living, vocational skills, healthy lifestyle habits and self-advocacy. Community integration puts learning into practice through outings and employment.

### **CHILDCARE ENHANCEMENT WITH A PURPOSE**

Childcare Enhancement provides onsite training and classroom technical assistance for community Childcare Centers helping to strengthen the competencies and curriculum of those currently providing an inclusive environment for children with special needs AND to increase the number of centers who enroll children with special needs. First 5 Alabama provides Behavioral Health support to childcare teachers and families for children ages birth to 5yrs.

### **EARLY LEARNING PROGRAM**

Hand In Hand is a nationally accredited early learning program serving children from six weeks to five years of age. The program creates meaningful learning opportunities and quality education experiences in a fully inclusive environment where children with and without disabilities learn side by side. Empathy, compassion, understanding, and acceptance are learned from an early age. Special education services including speech, occupational, and physical therapy are available to support children with disabilities to be included in the daily routines. 35-40% of children in each inclusive classroom have a disability.

### **EARLY INTERVENTION**

Individualized training provided in homes, daycares, and community settings for parents/caregivers of infants and toddlers (birth to 3yrs) that have an eligible diagnosis, exhibit a developmental delay, or are at high risk for delays. Service coordinators, therapists, and developmental specialists develop strategies to help families manage daily routines, assist their children to achieve developmental milestones, access resources, overcome challenges, and live a more integrated lifestyle within their home and community.

### **EMPLOYMENT SERVICES**

Assists individuals with disabilities to obtain, learn, and maintain a paid job/career in an integrated work setting. Serving teens to senior adults, in six different programs providing resources that range from work-based learning, interviewing skills, job readiness and progressing on the job coaching to new job placement/promotion.

### **FIRST TEACHER HOME VISITING PROGRAM**

Promotes successful child development and family effectiveness through assessment, training, resources, and support for parents of children birth to 5yrs with a diagnosed disability or at high risk for developmental delays.

### **GONE FOR GOOD**

Provides meaningful employment for adults with disabilities through a document and electronics destruction business. Services include community drop-off, pick-up and/or onsite shredding and electronic recycling. 50% of the employees at Gone For Good have a disability.

### **OUTPATIENT THERAPY AND AUTISM EVALUATION CLINIC**

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At United Ability's Outpatient Therapy Clinic, we provide expert, family-centered pediatric therapy tailored to children with complex needs empowering them to reach their full potential. Our specialized and experienced therapists deliver holistic care through evidence-based approaches.

Outpatient Therapy provides specialized, evidence-based therapy services in physical therapy, occupational therapy, and speech-language pathology. Specializations in feeding, Autism Evaluations, AAC Devices, CP and Spina Bifida. With a focus on individualized treatment plans, caregiver training, and a collaborative team approach, our therapists work closely with families to ensure each child's success.

### **Autism Evaluation Clinic**

United Ability Autism Evaluation clinic provides Autism evaluations for Medicaid children between 24 months and 6 years of age. The evaluations are provided by a multidisciplinary team including master's level Social Worker, Speech and Language Pathologist and Occupational Therapist. The eight (8) evaluations require a minimum of 3 appointments for the child and caregiver. Once all evaluations are completed, a comprehensive report is provided to the child's Pediatrician who makes the clinical diagnosis.

### **3. Description of transportation services with emphasis on services provided with 5310 funded vehicles or services.**

Our Adult Services include individuals with physical, mental, emotional and behavioral disabilities. Our program receives referrals from ADMH, families/caregivers, other service organizations, and other state agencies. Many participants have multiple complex diagnoses that require medical, therapeutic, and daily living support.

United Ability's goal is for every individual to participate in as many community experiences as possible during the year. Our vehicles average over 900 miles per month for the past 12 months. Each trip transports one (1) to three (3) participants on average. The 5310 funded vehicles provide transportation to community outings, volunteer opportunities, medical visits, job training education and paid employment. Services are provided five (5) days including nights and weekends as needed. Our vehicles provide experiences and services in their community regardless of their disability and personal mobility devices.

At United Ability, we focus on the possibility beyond an individual's disability, and we strive daily to fully integrate our adults into the community in which they live, play, and work.

Title VI Plan

## **Appendix C**

### **Title VI Plan Adoption Meeting Minutes and RPCGB Concurrence Letter**

To be provided at a later date

## Appendix D

### Title VI Sample Notice to Public

**Notifying the Public of Rights Under Title VI**

**UNITED ABILITY**

- UNITED ABILITY operates its programs and services without regard to race, color, and national origin in accordance with Title VI of the Civil Rights Act. Any person who believes she or he has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with UNITED ABILITY.
- For more information on UNITED ABILITY civil rights program, and the procedures to file a complaint, contact 205-944-3900, or send an email to [INFO@UNITEDABILITY.ORG](mailto:INFO@UNITEDABILITY.ORG). You may also send a letter to our administrative office at 100 Oslo Circle, Birmingham AL 35211.
- If information is needed in another language, contact 205-944-3900
- You may also file your complaint directly with the FTA at: Federal Transit Administration Office of Civil Rights Attention: Title VI Program Coordinator, East Building, 5th Floor - TCR 1200 New Jersey Ave., SE, Washington, DC 20590

**Notificando al público sobre los derechos bajo el Título VI**

**UNITED ABILITY**

- UNITED ABILITY opera sus programas y servicios sin distinción de raza, color y origen nacional de acuerdo con el Título VI de la Ley de Derechos Civiles. Cualquier persona que crea que él o ella ha sido agravado por cualquier práctica discriminatoria ilegal bajo el Título VI puede presentar una queja ante UNITED ABILITY.
- Para obtener más información sobre el programa de derechos civiles de (NAME OF SUBRECIPIENT) y los procedimientos para presentar una queja, comuníquese al 205-944-3900, envíe un correo electrónico [INFO@UNITEDABILITY.ORG](mailto:INFO@UNITEDABILITY.ORG) o visite nuestra oficina administrativa en 100 Oslo Circle, Birmingham, AL 35211. Para obtener más información, visite [www.unitedability.org](http://www.unitedability.org)
- Si necesita información en otro idioma, llame al 205-944-3900.
- También puede presentar su queja directamente ante el FTA en: Oficina de Derechos Civiles de la Administración Federal de Tránsito: Coordinador del Programa Título VI, Edificio Este, 5to piso - TCR 1200 New Jersey Ave., SE, Washington, DC 20590.

Title VI Plan

**Appendix E**  
**Title VI Complaint Forms**

Title VI Plan

**(Subrecipient)**

Title VI Complaint Form

<b>Section I:</b>			
Name:			
Address:			
Telephone (Home):		Telephone (Work):	
Electronic Mail Address:			
Accessible Format Requirements?	Large Print		Audio Tape
	TDD		Other
<b>Section II:</b>			
Are you filing this complaint on your own behalf?		Yes*	No
*If you answered "yes" to this question, go to Section III.			
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
<b>Section III:</b>			
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.  _____			
<b>Section IV</b>			
Have you previously filed a Title VI complaint with this agency?		Yes	No

**Title VI Plan**

<b>Section V</b>	
Have you filed this complaint with any other Federal, State, or local agency, or with any Federal or State court?	
<input type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, check all that apply:	
<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 _____
Please provide information about a contact person at the agency/court where the complaint was filed.	
Name: _____	
Title: _____	
Agency: _____	
Address: _____	
Telephone: _____	
<b>Section VI</b>	
Name of agency complaint is against: _____	
Contact person: _____	
Title: _____	
Telephone number: _____	

You may attach any written materials or other information that you think is relevant to your complaint.

Signature and date required below

\_\_\_\_\_  
Signature Date

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

United Ability  
100 Oslo Circle  
Birmingham, AL 35211  
info@unitedability.org  
205-944-3900

**UNITED ABILITY**  
Formulario de queja del Título VI

<b>Sección I:</b>				
Nombre:				
Dirección:				
Teléfono (hogar):			Teléfono (trabajo):	
Dirección de correo electrónico:				
Requisitos de formato accesible?	Letra grande		Cinta de audio	
	TDD		Otro	
<b>Sección II:</b>				
¿Está presentando esta queja en su propio nombre?			Si*	No
* Si respondió "si" a esta pregunta, vaya a la Sección III.				
De lo contrario, proporcione el nombre y la relación de la persona por la cual se está quejando:				
Explique por qué ha presentado una solicitud para un tercero: _____				
Confirme que ha obtenido el permiso de la parte perjudicada si está presentando una solicitud en nombre de un tercero.			Si	No
<b>Sección III:</b>				
Creo que la discriminación que experimenté se basó 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 presunta discriminación (mes, día, año): _____				
Explique lo más claramente posible qué sucedió y por qué cree que fue discriminado. Describa a todas las personas que estuvieron involucradas. Incluya el nombre y la información de contacto de las personas que lo discriminaron (si se conoce), así como los nombres y la información de contacto de cualquier testigo. Si necesita más espacio, utilice el reverso de este formulario.				
_____				
_____				
<b>Sección IV</b>				
¿Ha presentado previamente una queja de Título VI con esta agencia?			Si	No

**Title VI Plan**

<b>Sección V</b>
¿Ha presentado esta queja ante alguna otra agencia federal, estatal o local, o ante algún tribunal federal o estatal? <input type="checkbox"/> Sí <input type="checkbox"/> No
En caso afirmativo, marque todo lo que corresponda: <input type="checkbox"/> Agencia Federal: _____ <input type="checkbox"/> Tribunal Federal <input type="checkbox"/> Agencia Estatal _____ <input type="checkbox"/> Tribunal estatal <input type="checkbox"/> Agencia local _____
Proporcione información sobre una persona de contacto en la agencia / tribunal donde se presentó la queja.
<b>Nombre:</b> _____
<b>Título:</b> _____
<b>Agencia:</b> _____
<b>Dirección:</b> _____
<b>Teléfono:</b> _____
<b>Sección VI</b>
El nombre de la queja de la agencia es contra: _____
Persona de contacto: _____
Título: _____
Número de teléfono: _____

Puede adjuntar cualquier material escrito u otra información que considere relevante para su queja.

**Firma y fecha requeridas a continuación**

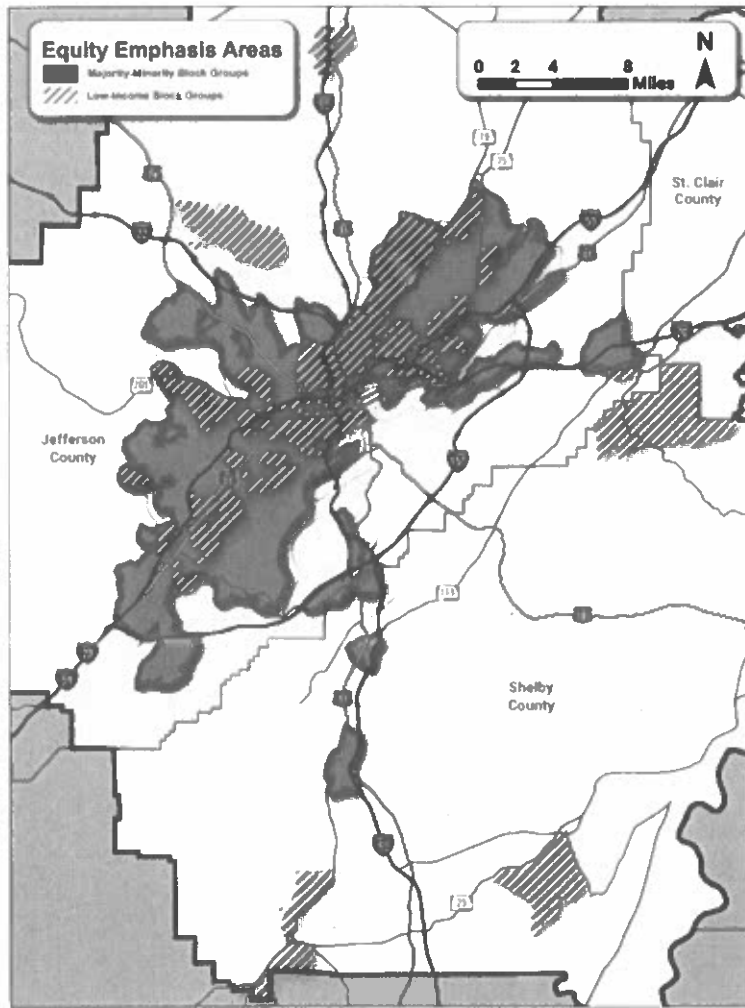
\_\_\_\_\_  
Firma Fecha

Envíe este formulario en persona a la siguiente dirección o envíe este formulario a:

United Ability  
100 Oslo Circle  
Birmingham, AL 35211  
205-944-3900  
info@unitedability.org

## Appendix F

### Demographic Maps



Source RPCGB

**BIRMINGHAM MPO AREA  
METROPOLITAN PLANNING AREA  
AND URBANIZED AREA BOUNDARY**

