REPORT ON COMPLIANCE WITH CIVIL RIGHTS LAWS INCLUDING AGENCY TITLE VI IMPLEMENTATION PLANS, UPDATES, AND COMPLIANCE REPORTS AS REQUIRED BY KRS CHAPTER 344

For the Year Ended June 30, 2025

ALLISON BALL
AUDITOR OF PUBLIC ACCOUNTS

September 30, 2025

To the People of Kentucky
Honorable Andy Beshear, Governor
Honorable David Osborne, Speaker of the House
Honorable Robert Stivers, President of the Senate
Cynthia Fox, Executive Director, Commission on Human Rights
Jay Hartz, Director, Legislative Research Commission

In accordance with KRS 344.015(3), the Auditor of Public Accounts submits the Commonwealth of Kentucky's *Report on Compliance With Civil Rights Laws Including Agency Title VI Implementation Plans, Updates, and Compliance Reports* of state agencies for the fiscal year ended June 30, 2025.

Title VI of the Civil Rights Act of 1964 prohibits any program or activity receiving federal funds from excluding participation, denying benefits, or subjecting any individual to discrimination on the basis of "race, color, or national origin." In accordance with legislation passed by the 1994 General Assembly, state agencies receiving federal funds are required to develop an implementation plan and submit annual compliance reports to the Auditor of Public Accounts. The Office of the Auditor of Public Accounts compiles Title VI plans, updates, and compliance reports of state agencies.

The results of this compilation are contained in the attached report.

Respectfully submitted,

Allison Ball
Auditor of Public Accounts

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REPORT ON COMPLIANCE WITH CIVIL RIGHTS LAWS INCLUDING AGENCY TITLE VI IMPLEMENTATION PLANS, UPDATES, AND COMPLIANCE REPORTS

AS REQUIRED BY KRS CHAPTER 344

For the Year Ended
June 30, 2025

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REPORT ON COMPLIANCE WITH CIVIL RIGHTS LAWS INCLUDING AGENCY TITLE VI IMPLEMENTATION PLANS, UPDATES, AND COMPLIANCE REPORTS

EXECUTIVE SUMMARY
YEAR ENDED JUNE 30, 2025

Title VI of the Federal Civil Rights Act of 1964 guarantees the access of all citizens to federally assisted programs. Section 601 of the Federal Civil Rights Act of 1964 states, "No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

Purpose and Scope

In 1994, the General Assembly enacted Senate Bill 248 (KRS 344.015). This bill requires all state agencies to prepare and submit Title VI implementation plans and annual plan updates to the Auditor of Public Accounts and the Kentucky Commission on Human Rights by July 1 of each year, if the agency is subject to Title VI of the Federal Civil Rights Act of 1964. This report contains the Title VI implementation plans and annual updates due July 1, 2025.

45 KAR 1:080 states that the Auditor of Public Accounts is responsible for preparing and issuing the Single Statewide Audit of Kentucky, including compliance with Title VI requirements. 45 KAR 1:080 also details the format that agencies are required to use when submitting the initial Title VI plan and annual plan updates.

Compliance Assessment

The Auditor of Public Accounts reviewed each agency's Title VI implementation plan and annual plan update due July 1, 2025. A spreadsheet detailing each agency's compliance with the 13 requirements of 45 KAR 1:080 was prepared and is presented herein (pages 15 to 18). See pages 9 to 11 for 45 KAR 1:080. Note that one through 13 across the top of the table corresponds to the 13 required components per 45 KAR 1:080 Section (4). The six components to be updated annually are shaded.

Findings

Twenty-four agencies received federal funds, except for universities and colleges, for fiscal year 2025, of which 24 agencies submitted Title VI plans/updates. Of the submitted plans, all agency plan/updates were submitted by the July 1, 2025 deadline as required by KRS 344.015, except for the Office of Attorney General. No exceptions were noted during review of the submitted Title VI plans/updates, which supports agencies' continued commitment to compliance regarding annual plan submissions. In addition, each of the 24 submitted plans/updates were reviewed for compliance with Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency (LEP). In reviewing the submitted plans/updates for compliance, we found that all agencies addressed LEP services as required, except for the Department of Fish & Wildlife Resources and the Kentucky Board of Emergency Medical Services.

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TITLE VI OF THE FEDERAL CIVIL RIGHTS ACT OF 1964 NONDISCRIMINATION IN FEDERALLY ASSISTED PROGRAMS

TITLE VI OF THE FEDERAL CIVIL RIGHTS ACT OF 1964
NONDISCRIMINATION IN FEDERALLY ASSISTED PROGRAMS

42 U.S.C. §§ 2000d THROUGH 2000d-4a

SEC. 2000d. No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

SEC. 2000d-1. Each Federal department and agency which is empowered to extend Federal financial assistance to any program or activity, by way of grant, loan, or contract other than a contract of insurance or guaranty, is authorized and directed to effectuate the provisions of section 2000d of this title with respect to such program or activity by issuing rules, regulations, or orders of general applicability which shall be consistent with achievement of the objectives of the statute authorizing the financial assistance in connection with which the action is taken. No such rule, regulation, or order shall become effective unless and until approved by the President. Compliance with any requirement adopted pursuant to this section may be effected (1) by the termination of or refusal to grant or to continue assistance under such program or activity to any recipient as to whom there has been an express finding on the record, after opportunity for hearing, of a failure to comply with such requirement, but such termination or refusal shall be limited to the particular political entity, or part thereof, or other recipient as to whom such a finding has been made and, shall be limited in its effect to the particular program, or part thereof, in which such non-compliance has been so found, or (2) by any other means authorized by law: provided, however, that no such action shall be taken until the department or agency concerned has advised the appropriate person or persons of the failure to comply with the requirement and has determined that compliance cannot be secured by voluntary means. In the case of any action terminating, or refusing to grant or continue, assistance because of failure to comply with a requirement imposed pursuant to this section, the head of the Federal department or agency, shall file with the committees of the House and Senate having legislative jurisdiction over the program or activity involved a full written report of the circumstances and the grounds for such action. No such action shall become effective until thirty days have elapsed after the filing of such report.

SEC. 2000d-2. Any department or agency action taken pursuant to section 2000d- I of this title shall be subject to such judicial review as may otherwise be provided by law for similar action taken by such department or agency on other grounds. In the case of action, not otherwise subject to judicial review, terminating or refusing to grant or to continue financial assistance upon a finding of failure to comply with any requirement imposed pursuant to section 2000d- I of this title, any person aggrieved (including any State or political subdivision thereof and any agency of either) may obtain judicial review of such action in accordance with chapter 7 of Title 5, and such action shall not be deemed committed to unreviewable agency discretion within the meaning of that chapter.

SEC. 2000d-3. Nothing contained in this subchapter shall be construed to authorize action under this subchapter by any department or agency with respect to any employment practice of any employer, employment agency, or labor organization except where a primary objective of the Federal financial assistance is to provide employment.

TITLE VI OF THE FEDERAL CIVIL RIGHTS ACT OF 1964
NONDISCRIMINATION IN FEDERALLY ASSISTED PROGRAMS
42 U.S.C.A. §§ 2000d THROUGH 2000d-4a
(Continued)

SEC. 2000d-4. Nothing in this subchapter shall add to or detract from any existing authority with respect to any program or activity under which Federal financial assistance is extended by way of a contract of insurance or guaranty.

SEC. 2000d-4a. For the purposes of this subchapter, the term "program or activity" and the term "program" mean all of the operations of

(1) (A) a department, agency, special purpose district, or other instrumentality of a State or of a local government; or
(B) the entity of such State or local government that distributes such assistance and each such department or agency (and each other State or local government entity) to which the assistance is extended, in the case of assistance to a State or local government;
(2) (A) a college, university, or other postsecondary institution, or public system of higher education; or
(B) a local educational agency (as defined in section 8801 of Title 20), system of vocational education, or other school system;
(3) (A) an entire corporation, partnership, or other private organization, or an entire sole proprietorship—
(i) if assistance is extended to such corporation, partnership, private organization, or sole proprietorship as a whole; or
(ii) which is principally engaged in the business of providing education, health care, housing, social services, or parks and recreation; or
(B) the entire plant or other comparable, geographically separate facility to which Federal financial assistance is extended, in the case of any other corporation, partnership, private organization, or sole proprietorship; or
(4) any other entity which is established by two or more of the entities described in paragraph (1), (2), or (3); any part of which is extended Federal financial assistance.

NOTE: 42 U.S.C. §§ 2000d-5 through 2000d-7 are not reproduced here.

KRS 344.015

KRS 344.015. IMPLEMENTATION PLANS FOR FEDERAL CIVIL RIGHTS ACT, TITLE VI BY STATE AGENCIES.

(1) As used in this section, "state agency" means any department or administrative body of state government, as defined in KRS 12.010, that is subject to the requirements of Title VI of the Federal Civil Rights Act of 1964, 42 U.S.C. secs. 2000d et seq., and regulations promulgated thereunder.

(2) Each state agency shall:
a) Develop a Title VI implementation plan by January 1, 1995. If required by Title VI or regulations promulgated thereunder, the implementation plan shall:
1. Be developed with the participation of protected beneficiaries; and
2. Include Title VI implementation plans of any subrecipients of federal funds through the state agency;
b) Submit a copy of the implementation plan to the Auditor of Public Accounts and the Human Rights Commission; and
c) Submit annual Title VI compliance reports and any implementation plan updates to the Auditor of Public Accounts and the Human Rights Commission by July 1, 1995, and each July 1 thereafter.

(3) The Auditor of Public Accounts shall prepare a report on the actions which state agencies are required to take to implement Title VI, and a report summarizing and evaluating, relative to the required implementation actions, the initial state agency implementation plans and including audit findings from the Auditor of Public Accounts field reviews. The Auditor of Public Accounts shall transmit the reports to the Governor, the Human Rights Commission, the Legislative Research Commission, and each state agency. The Auditor of Public Accounts may prescribe the report format, procedure, and time frame for purposes of complying with this subsection. The prescribed format, procedure, and time frame shall be established by administrative regulation pursuant to KRS Chapter 13A.

(4) In addition to being available from the promulgating state agency, all implementation plans, reports, and updates required by and submitted under subsection (2) of this section shall be available for inspection and copying under KRS 61.870 to 61.884 in the offices of the Auditor of Public Accounts.

(5) In any annual audit made of a state agency under KRS 43.050, the Auditor of Public Accounts shall determine whether the state agency has complied with subsections (2) of this section and shall include the determination in the audit report.

(6) To the extent permitted by federal law or regulation, any increased costs incurred by a state agency, the Auditor of Public Accounts, or the Human Rights Commission under this sections shall be paid from any available federal funds that may be used for implementation of Title VI of the Federal Civil Rights Act of 1964.

(Enact. Acts 1994, ch. 204, § 1, effective July 15, 1994.)

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45 KAR 1:080

45 KAR 1:080. STANDARDS FOR TITLE VI REPORTING.

RELATES TO: KRS Chapter 344, 42 USC 2000d
STATUTORY AUTHORITY: KRS 344.015
NECESSITY, FUNCTION, AND CONFORMITY: The 1994 General Assembly enacted Senate Bill 248 (KRS 344.015) which requires that all state agencies as defined in KRS 12.010 prepare and submit Title VI implementation plans and annual updates to the Auditor of Public Accounts if the agency is subject to Title VI of the Federal Civil Rights Act of 1964. The Auditor of Public Accounts is responsible for the preparation and issuance of the Single Statewide Audit of Federal Funds for Kentucky state government including compliance with Title VI requirements. This administrative regulation establishes the uniform format agencies are required to use when submitting the Initial Implementation Title VI Plan and Annual Plan Updates to the Auditor of Public Accounts.

Section 1.
(1) Title VI Initial Implementation Plan and Annual Plan Updates shall:
  (a) Be submitted in the format set out in Section 4 of this administrative regulation; and
  (b) Contain the information specified by the provisions of this administrative regulation.
(2) The entire agency shall be in compliance with Title VI, even if only one (1) federal grant is received.
(3) Standard complaint forms or guidelines shall be developed and adopted by the agency.
(4) Complaints shall be filed orally or in writing.
(5) A compliance review instrument shall be developed by the agency, such as, a self-survey, assessment checklist, pre-award, routine or enforcement plan, along with the criteria for selecting and scheduling reviews.
(6) The agency shall provide persons with information relating to its Title VI plan, nondiscrimination policies, complaint procedures, programs and services.
  (a) This information may include, brochures, newsletters, contract agreements, educational materials, Title VI Act and federal regulations, and preventive outreach programs.
  (b) Informational materials shall be made available in a centralized place for distribution upon request.
(7) The agency shall submit annual Title VI compliance reports and updates to the plan.
(8) Agency and sub recipients shall establish a system for data collection and reporting data which shows the extent to which members of protected parties are participating in the programs and activities.

Section 2. For all state agencies receiving federal funds, an annual Title VI plan update shall be submitted to the Auditor of Public Accounts and the Kentucky Commission on Human Rights by July 1, 1995 and by July 1 each year thereafter.

Section 3. If a state agency that was not a recipient of federal funds on January 1, 1995, receives federal funds it shall prepare and submit the Title VI implementation plan within ninety (90) days of award and receipt of the federal funds.

Section 4. The federal Title VI implementation plan shall contain the information prescribed by this section in succinct and concise language. Subsections (6), (7), (9), (10), (12) and (13) of this section shall be updated annually.

45 KAR 1:080 STANDARDS FOR TITLE VI REPORTING.
(Continued)

(1) Glossary/definitions. Definitions of all common terms stated in the plan shall be included in this section to ensure that agency staff, recipients and beneficiaries have consistent applicable definitions.
(2) Overview. A clear and brief description of the agency mission and structure and the relationship of Title VI requirements to the agency's operations.
(3) Scope of Title VI applicability to programs and activities. Specify prohibited discrimination practices under Title VI in relation to agency activities.
(4) Responsible official. The name, title, address and telephone number of the primary contact for the agency and the person in charge of implementation, compliance and reporting shall be designated in this section.
(5) Statement of assurances.
  (a) Provide a statement that the agency, sub recipients and all parties involved have complied with Title VI.
  (b) This statement shall be consistent with any assurances provided to the applicable federal agency which provides funding for covered activities. Also include:
    1. A statement that a sub recipient shall have agreed in writing to adopt the Title VI plan of that agency.
    2. If the sub recipient's Title VI plan differs from the state agency plan, a statement that the sub recipient plan shall be available for review from the name and title of officials identified in subsection (4) of this section.
(6) Identify programs or activities subject to Title VI.
  (a) Identify each program, type of assistance identified in the federal grant agreement, and the manner in which the agency shall deliver the service or perform the activity.
  (b) List the federal program, coverages and potential beneficiaries.
(7) Complaint procedures.
  (a) Describe the complaint procedures within the agency as follows:
    1. How a complaint shall be filed;
    2. Where to file a complaint;
    3. Time frame within which the complaint shall be processed by the agency; and
    4. Withdrawal of a complaint;
  (b) Describe agency procedures relating to investigations, report of findings, hearings and appeals.
(8) Compliance/noncompliance reporting.
  (a) Describe agency plans to regulate, monitor, review, and report on the federal programs to assure compliance.
  (b) Identify actions to be taken by the agency upon a finding of noncompliance, including:
    1. Processing;
    2. Reporting;
    3. Resolution;
    4. Enforcement of corrective actions; and
    5. Monitoring of programs.

45 KAR 1:080 STANDARDS FOR TITLE VI REPORTING.
(Continued)

(9) Agency training plan.
(a) Describe the agency education and training plan, orientation, and technical assistance related to agency implementation of the plan;
(b) Identify ways the agency plans to improve staff capability, knowledge and effectiveness.
(10) Evaluation procedures of Title VI plan.
(a) Specify how the agency shall measure its goals and the time frame established to achieve those goals.
(b) The agency shall:
1. Describe how it plans to evaluate the Title VI plan and maintain continued compliance;
2. Identify any existing needs or plan deficiencies;
3. Maintain written progress reports; and
4. Describe corrective procedures.
(11) Public notice and outreach.
(a) Identify how the agency shall inform persons about the agency's:
1. Title VI plan;
2. Complaint procedures;
3. Nondiscrimination policy; and
4. Programs and services.
(b) Identify the agency contact person, office or department responsible for distribution of information relating to paragraph (a) of this subsection.
(12) Recordkeeping and reporting.
(a) Describe the recordkeeping procedures for the following:
1. Filing and processing of complaints;
2. Administrative data or records applicable to the plan;
3. Data sheets, including, a complaint log or performance reports, standardized forms, and retention of records.
(b) Changes in subsections (8) and (9) of this section of the plan shall be identified in this subsection.
(c) Provide reporting data showing the extent to which members of protected parties are participating in the Title VI programs and activities.
(13) Minority representation on planning board or advisory body.
(a) Describe the representation of minorities on any agency board or advisory body;
(b) If minority representation is deficient on these bodies, describe what policy the agency shall implement to ensure minority participation on advisory bodies; and
(c) Describe the race and national origin of the agency's staff.

Section 5. The agency shall submit Title VI initial plans, and annual Title VI plan updates on the "Commonwealth of Kentucky, Auditor of Public Accounts, Title VI of the Federal Civil Rights Act, Implementation Initial Plan and Plan Update Form" (1995).

Section 6. Incorporation By Reference.
(1) "Commonwealth of Kentucky, Auditor of Public Accounts, Title VI of the Federal Civil Rights Act, Implementation Initial Plan and Plan Update Form" (1995) is incorporated by reference.
(2) This document may by inspected, copied, or obtained at the Office of the Auditor of Public Accounts, 144 Capitol Annex, Frankfort, Kentucky 40601, 8 a.m. to 4:30 p.m., Monday through Friday. (21 Ky.R. 1399; eff. 2-8-95; Crt eff 6-10-2019.)

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SCHEDULE OF COMPLIANCE WITH 45 KAR 1:080 SECTION (4)

SCHEDULE OF COMPLIANCE WITH 45 KAR 1:080 SECTION (4)
FOR THE YEAR ENDED JUNE 30, 2025

Each Title VI implementation plan and update submitted by federally funded agencies was reviewed to determine if the agency was in compliance with the requirements of 45 KAR 1:080 and KRS 344.015. Twenty-four agencies received federal funds except for universities and colleges for fiscal year 2025, of which 24 agencies submitted Title VI plans/updates. Universities and colleges are not listed in the Schedule of Expenditures of Federal Awards or the Single Statewide Audit of Kentucky and have their own reporting requirements for Title VI. The table below presents the detailed results of each agency's compliance with specific requirements. Columns one through 13 in the table correspond to the required components of 45 KAR 1:080 Section (4). The six components required to be updated annually are shaded. The LEP column identifies whether agency plans comply with Limited English Proficiency (LEP) requirements of Executive Order 13166. A summary of compliance problems identified for each required component is presented at the end of this section.

Agency	1 Glossary	2 Overview	3 Scope Applicability	4 Responsible Official	5 Statement of Assurances	6 ID Programs Under Title VI	7 Complaint Procedures	8 Noncomply-Comply Report	9 Agency Training Plan	10 Evaluation Procedures Of Plan	11 Notice and Outreach	12 Record Keeping and Reporting	13 Minority Representation On Board	LEP Limited English Proficiency (LEP) Was Addressed
General Government Cabinet														
Department of Agriculture	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Attorney General	▲	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Unified Prosecutorial System	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Department of Military Affairs	▲	▲	▲	▲	▲	✓	✓	▲	✓	✓	✓	✓	✓	✓
Department for Local Government	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Kentucky Infrastructure Authority	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Board of Elections	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Kentucky Council on Postsecondary Education	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Human Rights Commission	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
State Treasurer	▲	▲	▲	▲	▲	✓	✓	▲	✓	✓	▲	✓	✓	✓
Governor	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Office of Homeland Security	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Office of the State Budget Director	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Military Affairs Commission	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Department of Veterans Affairs	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Kentucky Board of Emergency Medical Services	▲	▲	▲	▲	▲	✓	✓	▲	✓	✓	▲	✓	✓	X
Public Protection Cabinet	✓	▲	▲	▲	▲	✓	✓	▲	✓	✓	▲	✓	✓	✓
Kentucky Claims Commission														
Department of Insurance														
Department of Alcoholic Beverage Control														
Office of Claims & Appeals														
Department of Professional Licensing														
Finance and Administration Cabinet	▲	✓	▲	✓	▲	✓	✓	▲	✓	✓	✓	✓	✓	✓
Department of Revenue														
Office of Secretary														
Commonwealth Office of Technology														
Kentucky Housing Corporation														
Kentucky Higher Education Assistance Authority														
Tourism, Arts, & Heritage Cabinet	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Kentucky Heritage Council														
Kentucky Historical Society														
Department of Parks														
Kentucky Horse Park	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Kentucky Arts Council														
Department of Fish and Wildlife Resources	▲	▲	▲	▲	▲	✓	✓	▲	✓	✓	▲	✓	✓	X

Schedule of Compliance With 45 KAR 1:080 Section (4)
For the Year Ended June 30, 2025
(Continued)

Agency	Glossary	Overview	Scope Applicability	Responsible Official	Statement of Assurances	ID Programs Under Title VI	Complaint Procedures	Noncomply-Comply Report	Agency Training Plan	Evaluation Procedures Of Plan	Notice and Outreach	Record Keeping and Reporting	Minority Representation On Board	Limited English Proficiency (LEP) Was Addressed
	1	2	3	4	5	6	7	8	9	10	11	12	13	LEP
Cabinet for Economic Development	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
Office of the Secretary														
Education and Labor Cabinet	▲	✔	▲	▲	▲	✔	✔	▲	✔	✔	▲	✔	✔	✔
Office of the Secretary														
Office of Early Childhood														
Kentucky Environmental Education Council														
Department for Workforce Development														
Department of Workplace Standards														
Occupational Safety and Health Standards Board														
Kentucky Department of Education	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
Education Professional Standards Board														
Kentucky Department for Libraries & Archives	▲	✔	▲	▲	▲	✔	✔	▲	✔	✔	▲	✔	✔	✔
Cabinet for Health and Family Services	▲	✔	▲	▲	▲	✔	✔	▲	✔	✔	▲	✔	✔	✔
Office of the Secretary														
Office of Inspector General														
Office of Health Policy														
Department for Aging and Independent Living														
Department for Income Support														
Department for Public Health														
Behavioral Health, Developmental & Intellectual Disabilities														
Department for Family Resource Centers & Volunteer Services														
Department for Community Based Services														
Office of Health Data and Analytics														
Department for Medicaid Services														
Medicaid Services Benefits														
Office for Children with Special Health Care Needs														
Justice and Public Safety Cabinet	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
Office of the Secretary														
Department of Public Advocacy														
Kentucky State Police														
Department of Juvenile Justice														
Department of Criminal Justice Training														
Department of Corrections														
Energy and Environment Cabinet	▲	▲	▲	▲	▲	✔	✔	▲	✔	✔	▲	✔	✔	✔
Office of the Secretary														
KY Public Service Commission														
Department for Natural Resources														
Department for Environmental Protection														
Office of Administrative Services														
Office of KY Nature Preserves														
Office of Energy Policy														
Transportation Cabinet	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
Department of Aviation														
Public Transportation														
Department of Highways														
Department of Vehicle Regulation														

Schedule of Compliance With 45 KAR 1:080 Section (4)
For the Year Ended June 30, 2025
(Continued)

Tickmark Legend	
✓	Contains the necessary information to be in compliance with the requirements of Title VI.
	Adopted Cabinet Plan (Not an exception).
●	Agency was combined with another Agency Plan (Not an exception).
▲	Subsection was not submitted; however, subsection is not required to be updated annually (Not an exception).
	Annually required to submit to APA.
X	Does not contain the necessary information to be in compliance with the requirements of Title VI.

Schedule of Compliance With 45 KAR 1:080 Section (4)
For the Year Ended June 30, 2025
(Continued)

In reviewing the Title VI plans for compliance, problems were identified in the following areas:

45 KAR 1:080 Requirement		Problems Identified
1	Glossary	0
2	Overview	0
3	Scope Applicability	0
4	Responsible Official	0
5	Statement of Assurances	0
6	ID Programs Under Title VI	0
7	Complaint Procedures	0
8	Noncomply-Comply Report	0
9	Agency Training Plan	0
10	Evaluation Procedures of Plan	0
11	Notice and Outreach	0
12	Record Keeping and Reporting	0
13	Minority Representation on Board	0

No exceptions were noted during review of the submitted Title VI plans/updates, which supports agencies' continued commitment to compliance regarding annual plan submissions.

In addition, each of the 24 submitted plans were reviewed for compliance with Executive Order 13166, Improving Access To Services For Persons With Limited English Proficiency. Review of the Title VI plans for compliance found that 22 agencies addressed LEP services within their Title VI report. Two agencies did not address LEP services within their Title VI report, the Department of Fish & Wildlife Resources and the Kentucky Board of EMS. Agencies have flexibility in developing a written plan to address the needs of the LEP population. Agencies serving very few LEP persons and agencies with very limited resources may choose not to develop a written LEP plan. However, the absence of a written LEP plan does not relieve the agency from the obligation to ensure meaningful access by LEP persons to the programs or activities. If the agency does not develop a written plan, then alternative ways to articulate meaningful access should be performed to effectively fulfill the requirements set forth in Executive Order 13166.

Conclusion and Recommendation:

The Title VI implementation plans and/or updates submitted by agencies receiving federal funds have been examined for compliance with 45 KAR 1:080 and Executive Order 13166. Of the 24 reviewed plans, exceptions were noted with two agencies as discussed above.

Each agency will receive a copy of the report in accordance with 45 KAR 1:080, KRS 344.015, and Executive Order 13166. We recommend that agencies carefully review the provided laws and regulations to determine necessary actions to take in order to maintain continued compliance with the Title VI reporting requirements.

AGENCIES RECEIVING FEDERAL FUNDS AND THE DATE OF RECEIPT BY THE AUDITOR OF PUBLIC ACCOUNTS OF AGENCY PLANS/UPDATES

STATE AGENCIES RECEIVING FEDERAL FUNDS AS OF JUNE 30, 2025 AND DATE PLAN/UPDATE RECEIVED

KRS 344.015(2)(c) states each state agency shall "Submit annual Title VI compliance reports and any implementation plan updates to the Auditor of Public Accounts and the Human Rights Commission by July 1, 1995, and each July 1 thereafter." The table below presents the receipt dates for plans, plan updates, and/or reports submitted to the Auditor of Public Accounts, and a determination as to whether the agency complied with these timing requirements. As noted below, all received plans were submitted by the July 1, 2025, deadline, with the exception of the Office of the Attorney General.

Agencies Receiving Federal Funds as of June 30, 2025		Date Plan, Update, or Report Submitted	Was Plan Submitted Timely?
General Government Cabinet		Plans were submitted by each agency	
	Department of Agriculture	June 30, 2025	Yes
	Attorney General	July 7, 2025	No
	Unified Prosecutorial System		
	Department of Military Affairs	June 27, 2025	Yes
	Department for Local Government	June 30, 2025	Yes
	Kentucky Infrastructure Authority		
	Board of Elections	June 26, 2025	Yes
	Kentucky Council on Postsecondary Education	June 30, 2025	Yes
	Human Rights Commission	June 30, 2025	Yes
	State Treasurer	June 30, 2025	Yes
	Governor	July 1, 2025	Yes
	Office of Homeland Security		
	Office of the State Budget Director		
	Military Affairs Commission		
	Department of Veterans Affairs	June 27, 2025	Yes
	Kentucky Board of Emergency Medical Services	June 16, 2025	Yes
Public Protection Cabinet		June 25, 2025	Yes
	Kentucky Claims Commission		
	Department of Insurance		
	Department of Alcoholic Beverage Control		
Finance and Administration Cabinet		June 20, 2025	Yes
	Department of Revenue		
	Commonwealth Office of Technology		
	Kentucky Housing Corporation		
	Kentucky Higher Education Assistance Authority		
Tourism, Arts & Heritage Cabinet		July 1, 2025	Yes
	Kentucky Heritage Council		
	Kentucky Historical Society		
	Department of Parks		
	Kentucky Horse Park	June 12, 2025	Yes
	Kentucky Arts Council		
	Department of Fish and Wildlife Resources	June 30, 2025	Yes
Cabinet for Economic Development		June 20, 2025	Yes
	Office of the Secretary		

STATE AGENCIES RECEIVING FEDERAL FUNDS AS OF JUNE 30, 2025 AND DATE PLAN/UPDATE RECEIVED (Continued)

Agencies Receiving Federal Funds as of June 30, 2025		Date Plan, Update, or Report Submitted	Was Plan Submitted Timely?
Education and Labor Cabinet		July 1, 2025	Yes
	Office of the Secretary		
	Office of Early Childhood		
	Kentucky Environmental Education Council		
	Department of Workplace Standards		
	Occupational Safety and Health Standards Board		
	Department for Workforce Investment		
	Kentucky Department of Education	June 27, 2025	Yes
	Education Professional Standards Board		
	Kentucky Department for Libraries & Archives	July 1, 2025	Yes
Cabinet for Health and Family Services		July 1, 2025	Yes
	Office of the Secretary		
	Office of Inspector General		
	Office of Health Policy		
	Department for Aging and Independent Living		
	Department for Income Support		
	Department for Public Health		
	Behavioral Health, Developmental & Intellectual Disabilities		
	Department for Family Resource Centers & Volunteer Services		
	Department for Community Based Services		
	Office of Health Data and Analytics		
	Department for Medicaid Services		
	Medicaid Services Benefits		
	Office for Children with Special Health Care Needs		
Justice and Public Safety Cabinet		July 1, 2025	Yes
	Office of the Secretary		
	Department of Public Advocacy		
	Kentucky State Police		
	Department of Juvenile Justice		
	Department of Criminal Justice Training		
	Department of Corrections		
Energy and Environment Cabinet		June 20, 2025	Yes
	KY Public Service Commission		
	Office of the Secretary		
	Department for Natural Resources		
	Department for Environmental Protection		
	Office of Administrative Services		
	Office of KY Nature Preserves		
	Office of Energy Policy		
Transportation Cabinet		June 30, 2025	Yes
	Department of Aviation		
	Public Transportation		
	Department of Highways		
	Department of Vehicle Regulation		

Tickmark Legend

	Adopted cabinet/agency plan (not an exception)