

Ancora Education

Title VI Program Compliance Plan

Policy Statement

Ancora Education (also referred to throughout this policy as the “Company”) has adopted this Title VI Program Compliance Plan to ensure that the Company is in compliance with the provisions of Title VI of the Civil Rights Act of 1964 and other related non-discrimination authorities.

Title VI and other related non-discrimination authorities stipulate that no person in the United States of America shall, on the grounds of

- Age,
- Race,
- Color,
- National origin,
- Sex (including pregnancy),
- Physical or mental disability,
- Limited English proficiency,
- Income status

be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving federal financial assistance.

The Chief Executive Officer is ultimately responsible for and committed to the effective implementation of the Title VI Program to achieve compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, and related non-discrimination authorities as identified in the signed Federal Motor Carrier Safety Administration (FMCSA) Title VI Program Assurance in all federal programs and activities, including 49 CFR Part 21 and 49 CFR Part 303.

Responsibility for the administration of the program will be that of the Title VI Officer, who also serves as the Company's Director of Employee Relations. The Title VI Officer has the authority and responsibility to effectively carry out his/her duties. The Title VI Officer, Human Resources Department, Compliance Department, and Operations Management Team will ensure the Company's compliance with Title VI Program requirements, with the ongoing support of the CEO. The Company is committed to ensuring that the fundamental principles of equal opportunity are upheld in all decisions involving our employees and contractors/consultants.

This policy statement will be communicated to the Company community and incorporated by reference in all applicable contracts, agreements, programs and services administered by the Company in accordance with applicable laws and/or regulations.