



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

April 24, 2025

To All Recipients of U.S. Department of Transportation Funding:

The U.S. Department of Transportation (Department or DOT) distributes substantial Federal financial assistance for thousands of projects, programs, and activities operated or initiated by diverse entities, including but not limited to State and local governments. The Department administers this Federal financial assistance to support the development and maintenance of the Nation's transportation infrastructure, pursuant to statutory authority and in accordance with binding contractual agreements in the form of Federal financial assistance agreements, usually grants, cooperative agreements, and loans. Accordingly, I write to clarify and reaffirm pertinent legal requirements, to outline the Department's expectations, and to provide a reminder of your responsibilities and the consequences of noncompliance with Federal law and the terms of your financial assistance agreements. It is the policy of the Department to award and to continue to provide Federal financial assistance only to those recipients who comply with their legal obligations.

As recipients of such DOT funds, you have entered into legally enforceable agreements with the United States Government and are obligated to comply fully with all applicable Federal laws and regulations. These laws and regulations include the United States Constitution, Federal statutes, applicable rules, and public policy requirements, including, among others, those protecting free speech and religious liberty and those prohibiting discrimination and enforcing controls on illegal immigration. As Secretary of Transportation, I am responsible for ensuring recipients of DOT financial assistance are aware of and comply with all applicable legal obligations.

The Equal Protection principles of the Constitution prohibit State and Federal governmental entities from discriminating on the basis of protected characteristics, including race. Indeed, as the Supreme Court declared in *Students for Fair Admission, Inc. v. Harvard (SFFA)*, 600 U.S. 181, 206 (2023), "[t]he clear and central purpose of the Fourteenth Amendment was to eliminate all official state sources of invidious racial discrimination in the States." The Court further noted that "[o]ne of the principal reasons race is treated as a forbidden classification is that it demeans the dignity and worth of a person to be judged by ancestry instead of by his or her own merit and essential qualities." *Id.* at 220. In ruling that race-based admissions programs at universities violated the Equal Protection Clause, the Court made clear that discrimination based on race is, has been, and will continue to be unlawful, except in rare circumstances. *Id.* at 220-21. Similarly, sex-based classifications violate the Equal Protection Clause absent "exceedingly persuasive" justification. *See United States v. Virginia*, 518 U.S. 515, 533 (1996).

These constitutional principles are reinforced by the Civil Rights Act of 1964, which prohibits discrimination based on protected characteristics in the Federal funding and employment contexts in Title VI (42 U.S.C. § 2000d *et seq.*) and Title VII (42 U.S.C. § 2000e-2), as well as the applicable non-discrimination clauses in the Federal Aid Highway Act of 1973 (23 U.S.C. §§ 140 and 324 *et seq.*), the Airport and Airway Improvement Act of 1982, (49 U.S.C. § 47123), and Title IX of the Education Amendments of 1972, as amended (20 U.S.C. § 1681 *et seq.*).

Based on binding Supreme Court precedent and these Federal laws, DOT is prohibited from discriminating based on race, color, national origin, sex, or religion in any of its programs or activities. Moreover, because DOT may not establish, induce, or endorse prohibited discrimination indirectly,¹ it must ensure that discrimination based on race, color, national origin, sex, or religion does not exist in the programs or activities it funds or financially assists.

These same principles apply to recipients of Federal financial assistance from DOT, as both a matter of Federal law and by virtue of contractual provisions governing receipt of DOT funding. Accordingly, DOT recipients are prohibited from engaging in discriminatory actions in their own policies, programs, and activities, including in administering contracts, and their employment practices.

Whether or not described in neutral terms, any policy, program, or activity that is premised on a prohibited classification, including discriminatory policies or practices designed to achieve so-called “diversity, equity, and inclusion,” or “DEI,” goals, presumptively violates Federal law. Recipients of DOT financial assistance must ensure that the personnel practices (including hiring, promotions, and terminations) within their organizations are merit-based and do not discriminate based on prohibited categories. Recipients are also precluded from allocating money received under DOT awards—such as through contracts or the provision of other benefits—based on suspect classifications. Any discriminatory actions in your policies, programs, and activities based on prohibited categories constitute a clear violation of Federal law and the terms of your grant agreements.

In addition, your legal obligations require cooperation generally with Federal authorities in the enforcement of Federal law, including cooperating with and not impeding U.S. Immigration and Customs Enforcement (ICE) and other Federal offices and components of the Department of Homeland Security in the enforcement of Federal immigration law. DOT has noted reported instances where some recipients of Federal financial assistance have declined to cooperate with ICE investigations, have issued driver’s licenses to individuals present in the United States in violation of Federal immigration law, or have otherwise acted in a manner that impedes Federal law enforcement. Such actions undermine Federal sovereignty in the enforcement of immigration law, compromise the safety and security of the transportation systems supported by DOT

¹ See *SFFA*, 600 U.S. at 230; *Norwood v. Harrison*, 413 U.S. 455, 465 (1973).

financial assistance, and prioritize illegal aliens over the safety and welfare of the American people whose Federal taxes fund DOT's financial assistance programs.

Under the Constitution, Federal law is "the supreme Law of the Land." U.S. Const. Art. VI. That means that where Federal and State legal requirements conflict, States and State entities must follow Federal law. Declining to cooperate with the enforcement of Federal immigration law or otherwise taking action intended to shield illegal aliens from ICE detection contravenes Federal law and may give rise to civil and criminal liability. *See* 8 U.S.C. § 1324 and 8 U.S.C. § 1373. Accordingly, DOT expects its recipients to comply with Federal law enforcement directives and to cooperate with Federal officials in the enforcement of Federal immigration law. The Department also expects its recipients to ensure that the Federal financial assistance they receive from DOT is provided only to subrecipients, businesses, or service providers that are U.S. Citizens or U.S. Nationals and Lawful Permanent Residents (LPRs) or legal entities allowed to do business in the U.S. and which do not employ illegal aliens.

This letter provides notice of the Department's existing interpretation of Federal law. The Department will vigorously enforce the law on equal terms as to all its recipients and intends to take appropriate measures to assess their compliance based on the interpretation of Federal law set forth in this letter. Adherence to your legal obligations is a prerequisite for receipt of DOT financial assistance. Noncompliance with applicable Federal laws, or failure to cooperate generally with Federal authorities in the enforcement of Federal law, will jeopardize your continued receipt of Federal financial assistance from DOT and could lead to a loss of Federal funding from DOT.

The Department retains authority, pursuant to its oversight responsibilities and the terms of your agreements, to initiate enforcement actions, such as comprehensive audits and possible recovery of funds expended in a manner contrary to the terms of the funding agreement. DOT may also terminate funding in response to substantiated breaches of the terms of the agreement, or if DOT determines that continued funding is no longer in the public interest. These steps, within DOT's discretion, are intended to ensure accountability and protect the integrity of Federal programs.

To assist grant recipients in meeting their legal obligations, DOT offers technical guidance and support through its program offices. Should you require clarification regarding your obligations, you are encouraged to contact your designated DOT representative promptly. Proactive engagement is strongly advised to prevent inadvertent noncompliance.

DOT remains committed to advancing a transportation system that serves the public interest efficiently and unleashes economic prosperity and a superior quality of life for American families. This mission depends upon your strict adherence to the legal framework governing our partnership, and I trust you will take all necessary steps to comply with Federal law and satisfy your legal obligations.

Sincerely,

A handwritten signature in black ink, appearing to read "S.P. Duffy". The signature is fluid and cursive, with the first name "Sean" and last name "Duffy" clearly legible.

Sean P. Duffy



**Florida
WILDLIFE
CORRIDOR
Foundation**

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2606 Fairfield Ave S
Bldg #7
St. Petersburg, FL 33712

April 14, 2025

Tara McCue
East Central Florida Regional Planning Council
455 N Garland Ave
Orlando, FL 32801
Re: L2L Trails Proposal

Dear Ms. McCue:

I am writing on behalf of the Florida Wildlife Corridor Foundation (Foundation), an organization committed to connecting, protecting, and restoring the Florida Wildlife Corridor (Corridor). Please consider this letter as an expression of support for the Lake to Lake (L2L) Regional Trail, a 150-mile non-motorized trail connecting conservation areas between the City of Sanford on the south shore of Lake Monroe to the City of Okeechobee on the north shore of Lake Okeechobee.

The proposed trail will provide access to the Florida Wildlife Corridor for several Florida communities. This trail could provide opportunities and incentives to help protect the Corridor. Conservation acquisitions on segments of the proposed trail that are currently unprotected within the Corridor would help close vulnerable gaps at risk of development in the rapidly growing Central Florida region. This trail offers opportunities to establish crossing co-locations where existing transportation infrastructure could be modified with underpasses and/or overpasses, improving the safety of human and wildlife movements across and through the built environment. Additional benefits of the proposed trail are numerous and include promoting a healthy lifestyle, economic benefits through ecotourism, connecting communities, providing transportation alternatives, and providing environmental educational opportunities.

If approved, the L2L Regional Trail will provide a regional path for people and wildlife moving through the Corridor. The areas the trail connects provide habitat for a variety of rare or imperiled species like Florida panther, Florida black bear, and gopher tortoise. We strongly support this project.

Sincerely,

Jason Lauritsen
Chief Conservation Officer
Florida Wildlife Corridor Foundation



Gary Huttman, Executive Director
Metroplan of Orlando
250 South Orange Avenue
Suite 200
Orlando, Florida 32801

RE: Letter of Support for Proposed "Lake to Lake Regional Trail"

Dear Mr. Huttman:

I am writing on behalf of the Florida Chapter of The Nature Conservancy (TNC) in SUPPORT of the proposed Lake to Lake Regional Trail.

This proposed eco-tourism corridor is derived from two historic railroad corridors that have long been abandoned: the "Kissimmee Valley Extension" of Flagler's East Coast Railroad, and the Peavine Railroad from Kenansville to south Okeechobee County.

As a result, in keeping with the language of Chapter 2023-20, Laws of Florida, that established "regionally significant trails" as a state priority – especially in the Florida Wildlife Corridor – this proposed trail corridor will provide greatly improved public access for both residents and visitors as it threads through thousands of acres of conservation lands with minimal impact on natural landscapes.

As it passes through these vast landscapes of central Florida, this proposed corridor also provides a sharp focus on existing gaps in the Florida Wildlife Corridor caused by historic changes in land use such as roads (the north-south Florida Turnpike as well as US 441 and US 192, and the east-west SR 528 Beachline expressway, SR 50/Colonial Boulevard, SR 60 and SR 46).

One of the intended benefits of this proposed corridor is to shine a bright light on these human impact areas on wildlife movement, and work to ameliorate impacts when future improvements of these roads are contemplated. This Lake to Lake Regional Trail focus will also allow transportation planners to avoid and/or mitigate future transportation changes as Florida grows.

Opportunities to create remarkable eco-tourism corridors with multi-use regional trails, as well as address and correct transportation and other human impacts, are seldom seen, much less acted upon.

The proposed Lake to Lake Regional Trail and eco-tourism corridor through the eastern reaches of the Florida Wildlife Corridor is one of these opportunities.

The Nature Conservancy supports this proposed regional trail. We also stand ready to participate in any regional alliance of NGOs and public county and state land managers to ensure that this corridor works for both wildlife and people.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'G. Knecht', with a stylized flourish at the end.

Greg Knecht
Executive Director
The Nature Conservancy in Florida

Lisa Smith

From: Gary Huttmann
Sent: Tuesday, May 13, 2025 1:26 PM
To: Lisa Smith
Subject: FW: Lake 2 Lake Trail Support

Please print and include in the supplemental folders

Thanks

Gary Huttmann, AICP

Executive Director

Gary.Huttmann@MetroPlanOrlando.gov

^^Please note my new email address^^

321-732-6365 office direct | 407-538-4002 cell
250 S. Orange Ave., Suite 200, Orlando, FL 32801

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metroplan orlando

A REGIONAL TRANSPORTATION PARTNERSHIP

*Please note: Florida has a very broad public records law. Most written communications to or from local officials regarding organization business are public records available to the public and media upon request. Your e-mail communications may therefore be subject to public disclosure.

From: Emily Bush <emily@bikewalkcf.org>
Sent: Tuesday, May 13, 2025 11:41 AM
To: Gary Huttmann <Gary.Huttmann@metroplanorlando.gov>
Cc: Patrick Panza <patrick@bikewalkcf.org>; W. Dale Allen <wm.dale.allen@gmail.com>; Elisha Dyer <edyer@bikewalkcf.org>
Subject: Lake 2 Lake Trail Support

Good afternoon, Gary,

I wanted to write you a quick note about Bike/Walk Central Florida's support of the Lake 2 Lake Trail which you will be discussing at your upcoming board meeting tomorrow. Patrick will be in the audience to show our support of this effort.

As you know, our organization and board were some of the original influencers to secure the SunTrail funding that has enabled the development of significant regional trail systems across the state, including the Coast-to-Coast trail. As such, we are continuing our work with the Florida Greenways and Trails Foundation to identify and pursue opportunities to extend the regional trail system to new communities through existing trail networks and developing new trail alignments. The Lake 2 Lake trail has an incredible opportunity to connect several

communities not only through a trail system, but to support the connection of important ecological habitats that the State is also hoping to preserve. Our organization has solidified our support of the Lake 2 Lake trail by naming it in our 2025-2030 strategic plan and will continue to use our influence and resource to develop this opportunity further.

If allowed, I'd appreciate if you were able to read this (or a summary of our support) into the record at tomorrow's meeting. If not allowed, I'll ask Patrick to represent our organization to show our support when the time is right.

Thank you as always for your leadership and support in dedicating time and resources towards creating safe and active and recreational transportation opportunities throughout the region.

Emily



Emily Bush, AICP, CPM

Executive Director

p. 407.542.6074

c. 407.617.4321

e. Emily@BikeWalkCF.org

w. BikeWalkCentralFlorida.org/

s. [100 E. Pine St. Suite 110-74 Orlando, FL 32801](#)

[Bike/Walk Central Florida](#) administers the [Best Foot Forward](#) program and facilitates the [Healthy West Orange Trails Connection](#).