



CIVIL RIGHTS TITLE VI COMPLIANCE TRAINING

**Upper Cumberland Development District
Area Agency on Aging and Disability**

.

The following power point presentation will assist with Title VI Civil Rights compliance requirements. However, it is not meant to provide an in-depth presentation of all the Civil Rights compliance requirements. Additionally, it is not inclusive of all requirements that may need to be met on projects per Local Programs Guidelines.



WHAT IS TITLE VI?

- “No person in the United States shall, on the grounds of race, color or national origin, be excluded from participation in, be denied the benefit of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”

42U.S.C§2000d



- July 2012: (Title VI, 42 U.S.C. § 2000d et seq.) was enacted as part of the landmark Civil Rights Act of 1964.
- It prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal financial assistance.



□ As President John F. Kennedy said in 1963:

“Simple justice requires that public funds, to which all taxpayers of all races [colors, and national origins] contribute, not be spent in any fashion which encourages, entrenches, subsidizes or results in racial [color or national origin] discrimination.”



RACE, COLOR AND NATIONAL ORIGIN: *THREE PROTECTED CLASSES*

□ **Race**

- U.S. Census categories define race
- Persons of any race are protected classes

□ **Color**

- Discrimination based on skin color or complexion is prohibited

□ **National origin**

- Foreign born ancestry



- Title VI applies to both Recipients and Sub- recipients of Federal monies.



WHAT DOES TITLE VI DO?

Prohibits entities from:

- ❑ Denying services, financial aid, or other benefits
- ❑ Providing different services or benefits or providing in a different manner
- ❑ Segregation
- ❑ Requiring different standards
- ❑ For the three protected classes



WHAT DOES TITLE VI DO? (CON'T)

- ❑ Encourages the participation of minorities as members of planning or advisory bodies for programs receiving federal funds
- ❑ Requires information and services be provided in languages other than English when significant numbers of beneficiaries are of limited speaking ability.
- ❑ Requires entities to notify the respective population about applicable programs.



LIMITED ENGLISH PROFICIENCY (LEP)

- Title VI regulations also require that responsible steps be taken to ensure meaningful access to the benefits, services, information and other important portions of their programs and activities for individuals who are LEP.



LEP CONTINUED

- LEP: Persons for whom English is not their primary language and who have limited ability to speak, understand, read or write English.
- It includes BOTH people who reported to the US Census that they do not speak English well AND people who reported that they do not speak English at all.



FILING A TITLE VI COMPLAINT

- Program participants or potential beneficiary of any AAAD program should submit complaint to:

Chassidy Lancaster
Title VI Coordinator
1225 South Willow Avenue
Cookeville, TN 38506
931-432-4111



FILING A TITLE VI COMPLAINT

- Program participants or potential beneficiary of any other UCDD program should submit complaint to:

Chassidy Lancaster
Title VI Coordinator
1225 South Willow Avenue
Cookeville, TN 38506



FILING A FEDERAL TITLE VI COMPLAINT

- Person has 180 days to the date of the alleged discrimination to file a Federal complaint.
- The complaint must be in writing.
- For more information on filing a Federal complaint visit www.justice.gov/crt/about/cor/cord/titlevi.php or www.tn.gov

