

## Discrimination Prohibited Under Title VI

Discrimination based on race, color, or national origin is illegal and prevents minorities from gaining equal access to services and benefits to which they are entitled. The Georgia Department of Transportation, in providing federally-assisted programs, services and benefits, may not directly or indirectly discriminate on the basis of race, color, or national origin by:

- Denying program services, aids or benefits;
- Providing a different service, aid, or benefit or providing them in a manner different than they are provided to others; or
- Segregating or separately treating individuals in any matter related to the receipt of any service, aid, or benefit.

Programs or services subject to Title VI include, but are not limited to:

- Transportation
- Construction
- Distribution of benefits and services
- Tax benefits enjoyed by private agencies, fraternal and non-profit organizations (i.e. 501©3, as well as educational institutions)
- Location of facilities
- Law enforcement
- Program effects on people in applicable communities
- Housing and community development

## Title VI Federal-Aid Contract Provisions

All federal-aid contracts must include Title VI contract assurance language in compliance with Title VI of the Civil Rights Act of 1964. Federal aid contractors may not discriminate in their selection and retention of first-tier subcontractors; and subcontracts may not discriminate in the selection or retention of second-tier subcontractors who participate in federal-aid highway construction contractors and subcontractors may not discriminate in their employment in connection with highway construction projects or projects assisted by the Federal Highway Administration.

## How to File A Complaint

You may file a signed, written complaint 180 days to the date of the alleged discrimination. The complaint should include:

- Your name, address and telephone number.
- Name and address of the agency, institution or department you believe discriminated against you.
- How, why, and when you believe you were discriminated against. Include as much specific, detailed information as possible about the alleged acts of discrimination and any other relevant information.
- Names or any person, if known, who Georgia DOT Title VI coordinator may contact for clarity of your allegations.

Your complaint must be signed, dated and submitted to:

Georgia Department of Transportation  
Office of Equal Employment Opportunity  
Title VI/Environmental Justice Coordinator  
600 West Peachtree Street, N.W.,  
7th Floor  
Atlanta, Georgia 30308  
404.631.1280 (Office)  
404.631.1943 (Fax)



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Office of Equal Employment Opportunity  
Title VI/Environmental Justice Coordinator  
600 West Peachtree Street, N.W.  
Atlanta, Georgia 30308  
[www.dot.ga.gov](http://www.dot.ga.gov)

# Title VI Program

Title VI of the Civil Rights Act of 1964  
Environmental Justice  
Limited English Proficiency



[www.dot.ga.gov](http://www.dot.ga.gov)

**What is Title VI of the Civil Rights Act of 1964?**

Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d) is the federal law that protects individuals from discrimination on the basis of race, color, or national origin in programs receiving federal financial assistance.

It is the policy of the Georgia Department of Transportation to incorporate the precepts of 42 U.S.C. 2000d in all programs, policies and activities.

"No person in the United States shall, on the grounds 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."

Title VI covers all forms of federal aid with the exception of federally-funded contracts of insurance and guaranty. Additionally, Title VI covers employment practices resulting in discrimination against program beneficiaries or where the purpose of the federal assistance is to provide employment.

**Title VI Program Commitment**

The Georgia Department of Transportation has worked to ensure that all management staff and service recipients are aware of the provisions and responsibilities accorded under Title VI of the Civil Rights Act of 1964. We are available to provide technical assistance, resources, guidance and other information regarding Title VI. Please contact us if you need further assistance.

**Title VI and Environmental Justice**

On February 11, 1994, President Bill Clinton signed executive Order 12898 (Federal Action to Address Environmental Justice in Minority Populations and Low Income Populations). The executive order focused attention on Title VI by providing that "each agency shall make achieving environmental justice part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority and low-income populations." In support of Executive Order 12898, the U.S. Department of Transportation issued Order on Environmental Justice U.S. DOT Order 5610.2, which clarifies and reinforces Title VI responsibilities, as well as addresses the effects on low-income populations.

**Adverse Impacts May Include:**

- Air, noise, and water pollution and soil
- Destruction or diminution of aesthetic values
- Destruction or disruption of a community cohesion or a community's economic vitality
- Destruction or disruption of the availability of public and private facilities and services
- Displacement of persons, businesses, farms, or nonprofit organizations
- Increased traffic congestion, isolation, exclusion, or separation of minority or low-income individuals within a given community or from the broader community
- The denial of, reduction in, or significant delay in the receipt of, benefits of Georgia DOT programs, policies or activities

**Public Involvement**

Public Involvement is an integral part of transportation planning and project development decision-making. U.S. DOT Order 5610.2 on environmental justice directs the Department to provide minority and low-income populations access to information on, and opportunities for, public participation in matters that may impact human health and environment.

**Title VI and Limited English Proficiency (LEP)**

The federal government and those receiving assistance from the federal government must take reasonable steps to ensure that Limited English Proficiency persons have meaningful access to programs, services, and information that entities provide. This will require agencies to think "outside the box" for creative solutions to address the needs of this growing population of individuals for whom English is not their primary language.

**Who is a Limited English Proficient Person?**

Persons who do not speak English as their primary language and who have a limited ability to read, write or understand English can be limited English proficient. These individuals may be entitled to language assistance with respect to a particular type of service, benefit, or encounter.

**Who Must Comply and Who Can be Found in Violation**

All programs and operations of entities that receive assistance from the federal government.