Title VI Basics for Local Public Agencies

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The Training Covers



Instructions

The Title VI Basics Training is comprised of reading and watching videos and completing a voluntary participant demographics form. It also includes a review questionnaire consisting of twenty-three questions for participants to complete before receiving a certificate.

Thank you
Office of Equity and Civil Rights
Washington State Department of Transportation

Who is Protected?

Protected Groups	Legal Authority
Race, Color, & National Origin	Title VI of the Civil Rights Act of 1964
Sex (Gender)	Section 162 (a) of the Federal-Aid Highway Act of 1973 (23 USC 324) & Title IX of the Education Amendments of 1972
People with disabilities	Section 504 of the Rehabilitation Act of 1973 & Title II of the American Disabilities Act of 1990
Age	Age Discrimination of1967 Age Discrimination Act of 1975
Religion	Title VII of the Civil Rights Act of 1964 Religious Freedom Restoration Act of 1933

Which Agency Should Comply?

Any entity, whether public or private, that receives federal assistance from any federal agency, must take concrete steps to ensure nondiscrimination in their programs and activities.

“Programs and activities means all operations of any department, agency, or instrumentality of a state or local government which receives federal assistance.”

Examples

- construction, planning, and design
- environmental and maintenance
- right-of-way and community engagement

Demographic Data

As a recipient of federal funding, the Washington State Department of Transportation must document nondiscrimination similar to what the Federal Highway Administration requires Local Public Agencies to do. To assist us in this area, we ask that you voluntarily complete the demographic data using the link below.

Participant Demographics

Thank you

Civil Rights Act of 1964

Civil Rights Act of 1964: It is a landmark law that outlawed discrimination based on race, color, sex, religion, and national origin. This act came about because of African Americans struggle to abolish racial segregation.

The Civil Rights Act of 1964 is comprised of eleven titles, six of which are listed below.

Title I: Voting Rights
Title II: Public Accommodations
Title III: Desegregation of Public Facilities
Title IV: Desegregation of Public Education
Title V: Civil Rights Commission
Title VI: Nondiscrimination in Federally Assisted Programs

The Civil Rights Act of 1964: Library of Congress

The African American Odyssey: Library of Congress

What is Title VI?

Title VI of the 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.”

To ensure compliance, Congress passed the Civil Rights Restoration Act of 1987. If an agency receives any federal financial assistance for any program or activity, the entire agency is required to comply with Title VI, whether such programs and activities are federally assisted or not.

Title VI: U.S. Department of Labor

U.S. DOJ 42 U.S.C. § 2000d Et Seq.

Federal Highway Administration Training Video for Local Public Agencies

Overview of FHWA's Civil Rights Program Requirements for Local Public Agencies, link

Introduction to Right-of-Way Requirements and the Uniform Act, link

Title VI/Nondiscrimination: Nondiscrimination Assurances, link

Title VI/Nondiscrimination: Implementation Plan, link

Title VI/Nondiscrimination: Compliance and Enforcement, link

Title VI Review Knowledge

Share your knowledge about what you have learned by completing the questionnaire below.

Review Questionnaire

Title VI Resources

WSDOT-Local Agency Guidance Manual

USDOT Title VI Regulations 49 CFR Part 21

LEP.gov

State and Federal Environmental Justice Efforts Information is provided by the National Conference of State Legislatures.