



OHIO DEPARTMENT OF  
TRANSPORTATION

# Title VI Programs



John R. Kasich,  
Ohio Governor

Jerry Wray,  
ODOT Director

# Laws and Regulations

## Title VI of the Civil Rights Act of 1964

*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 otherwise subjected to discrimination under any program or activity receiving federal financial assistance.*

# Laws and Regulations

## Title VI Implementing Regulations

- 49 CFR Part 21 applies Title VI to programs or activities receiving federal financial assistance through the U.S. Department of Transportation.
- 23 CFR Part 200 provides guidelines to recipients of the Federal Highway Administration on what is required to implement a Title VI Program.

# Laws and Regulations

## Other Nondiscrimination Authorities

The following have expanded the range and scope of Title VI coverage and applicability.

- Section 504 of the Rehabilitation Act of 1973
  - Applies to disability
- The Federal-Aid Highway Act of 1973
  - Applies to sex
- The Age Discrimination Act of 1975
  - Applies to age
- Executive Order 12898 on Environmental Justice
  - Applies to minority and low-income status
- Executive Order 13166 on Limited English Proficiency (LEP)
  - Applies to individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English

# Purpose and Intent

- To ensure that **public funds** are not spent in a way that encourages, subsidizes, or results in discrimination
  - Title VI prohibits **intentional** discrimination (disparate treatment) and **unintentional** discrimination (disparate impact or effects)
- To eliminate barriers and conditions that prevent underserved populations from receiving access, participation and benefits from federally assisted programs, services and activities

# Program Guidelines

- Develop a plan to ensure compliance with Title VI
- Designate a Title VI Coordinator
- Provide a Title VI Notice to the Public which informs them of their rights under Title VI
- Develop and implement a Title VI complaint procedure
  - Develop a Title VI complaint form
  - Track Title VI complaints, investigations and lawsuits
- Provide Title VI training to employees



# Program Guidelines

- Develop a demographic profile of the metropolitan planning area to identify underserved populations
- Collect and analyze data on populations that participate in and/or benefit from your programs, services and activities in order to identify and remedy any potential disparate impacts
- Conduct an LEP needs assessment and address how information will be provided in languages other than English

# Program Guidelines

- **Develop and implement a Public Participation Plan**
  - Describe how minority, low-income and LEP populations are included in the planning process
  - Describe what steps are taken to ensure events are held in locations that are geographically and structurally accessible to all persons
  - Describe the process for providing information in alternative formats, such as sign language or braille



# Questions?

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