

## **Your Rights Under Title VI of the Civil Rights Act of 1964**

### ***What is Title VI?***

Title VI of the Civil Rights Act of 1964 is the Federal Law that protects individuals and groups from discrimination on the basis of their race, color, and national origin in programs and activities that receive Federal financial assistance. However, The US Department of Transportation's (USDOT) reference to Title VI includes other Civil Rights provisions of Federal statutes and related authorities to the extent that they prohibit discrimination in programs and activities receiving Federal financial assistance.

### ***Title VI Policy***

Pursuant to Title VI of the Civil Rights Act of 1964, it is the policy of CRCOG that discrimination on the ground of race, color, or national origin shall not occur in connection with programs or activities receiving financial assistance from the USDOT.

The Capitol Region Council of Governments will ensure that 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 from the USDOT.

### ***Title VI Compliance***

Title VI compliance is a situation where a recipient has effectively implemented all the Title VI requirements or can demonstrate that every good faith effort has been made toward achieving this end.

### ***USDOT Recipient***

A USDOT Federal-aid recipient is any State, territory, possession, political subdivision, instrumentality, public or private agency, organization, entity or individual to whom USDOT assistance is extended either directly or through another recipient.

### ***Programs Covered***

Federally-assisted programs include any USDOT Project, program or activity for the provision of services, financial aid, and other benefits. This includes education or training, work opportunities, health, welfare, rehabilitation, housing or other services, whether provided directly by the recipient or other agents, through contracts or other arrangements with the recipient.

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**If you believe that a USDOT recipient has retaliated against you, immediately contact the Federal Transit Administration (FTA) or Federal Highway Administration (FHWA) to investigate your allegation. Filing a complaint does not prevent an individual or group from seeking remedy through other sources.**

*“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.” (42 U.S.C. 2000d)*

***What discrimination is prohibited by CRCOG's Title VI Program?***

Discrimination under our Title VI program is an act (action or inaction) whether intentional or unintentional, through which a person or group, solely because of race, color, or national origin, has been otherwise subjected to unequal treatment or impact, under any program or activity receiving financial assistance from USDOT.

In operating USDOT-assisted programs, a recipient cannot discriminate either directly or through contractual or other means by:

- Denying programs services, financial aids, or other benefits;
- Providing different program services, financial aids or other benefits, or providing them in manner different from that provided to others;
- Segregating or separately treating individuals or groups in any matter related to the receipt of any program service, financial aid or benefit;
- Restricting in any way the enjoyment of any advantage or privilege enjoyed by others receiving any program service, financial aid or other benefits;
- Denying person(s) the opportunity to participate as a member of a planning, advisory or similar body;
- Denying person (s) the opportunity to participate in the program through the provision of services, or affording the opportunity to do so differently from those afforded others.

***Who may file a Title VI Complaint?***

A complaint may be filed by an individual or group that believes that they have been subjected to discrimination or retaliation based on their race, color, or national origin. The complaint may be filed by the affected party or a representative and must be in writing.

***What information do I include in my Complaint?***

A signed, written complaint should be filed within 180 days of the date of the alleged discrimination, including:

- Your name, address, and telephone number. If you are filing on behalf of another person, include their name, address, telephone number, and your relation to that person.
- The name and address of the agency, firm, and/or department you believe discriminated against you.
- Your signature.
- A description of how, why, and when you believe you were discriminated against. Include as much background information as possible about the alleged acts.
- The names of individuals whom you allege discriminated against you, if you know them.
- The names of any persons, if known, that can be contacted for additional information to support or clarify your allegations.

***How can I file a discrimination complaint?***

If you believe that a USDOT recipient has discriminated against you or others protected by Title VI, you may file a complaint. Complaints may be filed with any of the following persons:

Title VI Coordinator  
Capitol Region Council of Governments  
241 Main Street, 4<sup>th</sup> Floor  
Hartford, CT 06106  
(860) 522-2217

Connecticut Department of Transportation Title VI complaints may be filed directly to:

Title VI Coordinator  
CT Department of Transportation  
2800 Berlin Turnpike  
Newington, CT 06131-7546

Federal Transit Administration (FTA) Title VI complaints may be filed directly to:

Title VI Program Coordinator  
East Building, 5th Floor, TCR  
1200 New Jersey Avenue, SE  
Washington, DC 20590

Federal Highway Administration (FHWA) Title VI complaints may be filed directly to:

Investigations & Adjudication Team Director  
FHWA Office of Civil Rights  
1200 New Jersey Avenue, SE, Suite E-81  
Washington, DC 20590