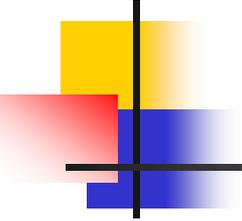


Title VI

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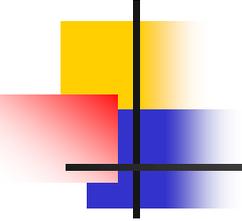
# BRIEF OVERVIEW



# Course Objectives

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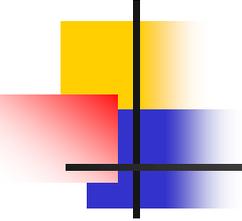
- This training session is designed to provide the City of Shreveport (COS), its Sub-recipients, and all interested persons with an overview of the Title VI program.
- The brief discussion will include a definition of Title VI, its purpose, and relationship with other nondiscrimination authorities; COS Title VI program; recipients responsibilities; handling and processing complaints of discrimination; and selected strategies to prevent discrimination in the Federal-aid program.



# Outline

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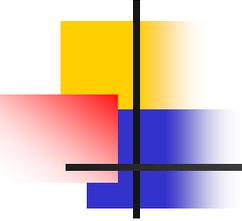
1. What is Title VI?
2. Title VI Policy?
3. Authorities
4. Title VI Compliance
5. COS Recipients
6. Programs Covered
7. What discrimination is prohibited by the COS Title VI Program?
8. Title VI complaints
9. Wrap up



# What is Title VI?

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Title VI of the Civil Rights Act of 1964 is the Federal law that protects individuals and groups from discrimination in the basis of their race, color, and national origin in programs and activities that receive Federal financial assistance.

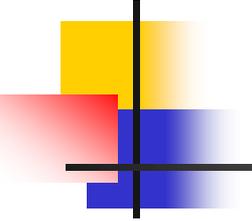


# Title VI Policy

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Pursuant to Title VI of the Civil Rights Act of 1964, the Restoration Act of 1987 and other nondiscrimination authorities, it is the policy of the City of Shreveport that:

Discrimination on the ground of race, color, national origin, disability/handicap, sex, age, or income status shall not occur in connection with programs of activities receiving financial assistance from the City of Shreveport.



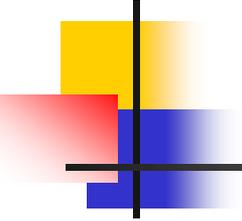
# Authorities

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The two main authorities enabling Title VI implementation, compliance, and enforcement are the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987.

However, other statutes, laws, regulations, Executive Orders, and the United States Constitution, provide guidance for the effective execution of the objectives of Title VI. These include:

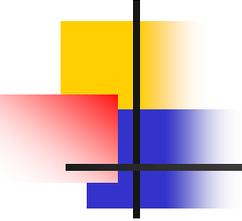
Federal-aid Highway Act of 1973; Section 504 of the Rehabilitation Act of 1973; Americans with Disabilities Act of 1975; the Uniform Relocation Act of 1970; Executive Orders 95-1, 09-1 and 78-4.



# Title VI Compliance

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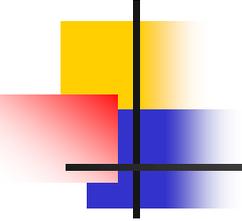
Title VI compliance is a situation where a recipient has effectively implemented all the Title VI requirements or can demonstrate that every good faith effort has been made toward achieving this end.



# FHWA Recipient

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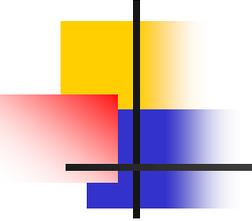
A City of Shreveport recipient is any state, territory, possession, political subdivision, instrumentality, public or private agency, organization, entity or individual to whom City assistance is extended either directly or through another recipient. City of Shreveport recipients includes any successor, assignee, or transferee, but not the ultimate beneficiary of a program of activity.



# Programs Covered

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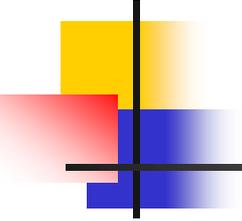
City of Shreveport -assisted programs include any highway, project, program or activity for the provision of services, financial aid, and other benefits. This includes education or training, work opportunities, health, welfare, rehabilitation, housing or other services, whether provided directly by the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



# What discrimination is prohibited by the FHWA Title VI Program?

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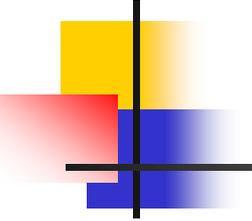
Discrimination under our Title VI program is an act (action or inaction), whether intentional or unintentional, through which a person or group, solely because of race, color, national origin, disability/handicap, sex, age, or income status has been otherwise subjected to unequal treatment or impact,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



# Who may file a Title VI complaint?

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A complaint may be filed by any individual or group that believes that they have been subjected to discrimination or retaliation based on their race, color, national origin, sex, age, disability/handicap and/or income level. The complaint may be filed by the affected party or a representative and must be reduced to writing.

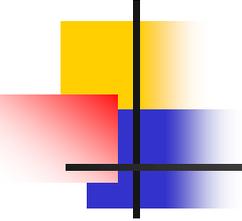


# What information do I include in my complaint?

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A signed written complaint should be filed within 180 days of the act and should include:

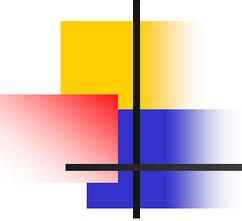
- Your name, address, and telephone number.
- The name and address of the agency, institution or department you believe discriminated against you.
- Your signature.
- A description of how, why, and when you believe you were discriminated against.
- The names of individuals whom you allege discriminated against you, if you know them.
- The names of any persons, if known, that the City could contact for additional information to support or clarify your allegations.



# What will FHWA do with my complaint?

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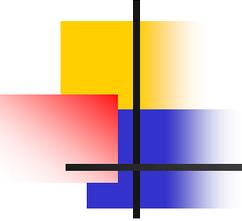
Once a complaint is filed, it will be determine whether the City has justification to investigate the issue raised. If City does not have justification, the complaint will be forwarded to the appropriate agency. If it is determined that City has justification the allegations will be investigated and an attempt will be made to resolve the violations found. If negotiations to correct violations are unsuccessful, enforcement proceedings may be initiated to bring the recipient into compliance.



# What will happen if the recipient retaliates against me for asserting my rights of filing a complaint?

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A recipient is prohibited from retaliating against you or any person because he or she reported an unlawful policy or practice, or made charges, testified, or participated in any complaint action under Title VI.



# How can I file a discrimination complaint?

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The City is responsible for investigating complaints of discrimination based on race, color, national origin, disability/handicap, sex, age, or income level in the use of its funds. If you believe that a recipient has discriminated against you or others protected by Title VI, you may file a complaint with us. Complaints filed with COS should be directed to :

Human Resources Department  
505 Travis Street Rm 530  
Shreveport, LA 71130