



## What is Title VI?

Title VI of the Civil Rights Act of 1964 is a 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. 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 Program Compliance

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

## Recipient

A recipient is any State, territory, possession, political subdivision, instrumentality, public or private agency, organization, entity or individual to whom Federal financial assistance is extended either directly or through another recipient. The Missouri Department of Transportation (MoDOT) is recipient of Federal financial assistance and complies with Title VI of the Civil Rights Act of 1964, and related nondiscrimination authorities, in its programs and activities.

MoDOT is committed to ensure that its programs and activities are performed without discrimination. Furthermore, MoDOT assures that every effort will be made to prevent or correct discrimination through the impacts of its programs, policies and activities.

## Programs Covered

Programs include any highway, transit, 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 financial assistance or other agents, through contracts or other arrangements with the recipient.

## What is Discrimination?

Discrimination under the Title VI program is an 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 Federal financial assistance.

## Who may file a Title VI Program complaint?

A complaint may be filed by any individual or group that believes that they have been subjected to discrimination by MoDOT or one of MoDOT's subrecipients based on their race, color or national origin. The complaint may be filed by the affected party or a representative within 180 days of the alleged incident.

## Complaint Investigation

Once a complaint is filed with the department's External Civil Rights Division, MoDOT will determine if it has jurisdiction to conduct the investigation. If MoDOT does not have jurisdiction, the complaint will be forwarded to the appropriate agency. If MoDOT does have jurisdiction, the allegations will be investigated and an attempt will be made to resolve the complaint.

## Filing a Complaint or Requesting Additional Information:

For additional information or if you believe a recipient has discriminated against you, you may inquire and/or file a complaint with MoDOT.