



## 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 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 Compliance

Title VI 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, or transferee, but not the ultimate beneficiary of a program or activity. The Missouri Department of Transportation (MoDOT) is recipient of Federal financial assistance and complies with Title VI of the Civil Rights Act of 1964 in its programs 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 discrimination does the Title VI Program prohibit?

Discrimination under the MoDOT's 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, sex, age or income status, has been otherwise subjected to unequal treatment or impact, under any program or activity receiving Federal financial assistance.

### Who may file a Title VI complaint?

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

### Complaint Investigation

Once a complaint is filed with the department's External Civil Rights Office, a review will be made to determine if MoDOT has jurisdiction to investigate the issues raised. 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 matter. If violations are found and negotiations to correct the violations are unsuccessful, enforcement proceedings may be initiated to attain compliance.

### Retaliation Prohibited

A recipient is prohibited from retaliating against any person because they reported an unlawful policy or practice, or made charges, testified, or participated in any complaint action under Title VI. If you believe a recipient has retaliated against you, immediately contact MoDOT's External Civil Rights Office to investigate your allegation. Filing a complaint with MoDOT does not prevent an individual or group from seeking remedy through other sources.

### Filing a Complaint or Requesting Additional Information:

For additional information or if you believe a recipient has discriminated against you or others protected by Title VI, you may inquire and/or file a complaint with MoDOT. Please direct your inquiries and complaints to:

**MoDOT Office of External Civil Rights**  
**Attn: Title VI Program Coordinator**  
1617 Missouri Blvd  
P.O. Box 270  
Jefferson City, MO 65102  
573-526-2978  
<http://www.modot.org/titlevi/>

Individuals and organizations may also file a Title VI complaint with the FTA or FHWA by completing a Title VI complaint form. Complaints must be signed, include contact information and mailed to:

**Federal Transit Administration**  
**Office of Civil Rights**  
**Attn: Title VI Program Coordinator**  
East Building, 5<sup>th</sup> Floor – TCR  
1200 New Jersey Avenue, SE  
Washington, DC 20590

[http://www.fta.dot.gov/civilrights/title6/civil\\_rights\\_5104.html](http://www.fta.dot.gov/civilrights/title6/civil_rights_5104.html)

**Federal Highway Administration**  
**Office of Civil Rights**  
**Attn: Title VI Program Coordinator**  
8th Floor E81-314  
1200 New Jersey Avenue, SE  
Washington, DC 20590

<http://www.fhwa.dot.gov/civilrights/programs/iecd.htm>