

TITLE VI PROGRAM POLICY STATEMENT

Title VI of the Civil Rights Act of 1964 provides that no person shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination on the grounds of race, color, or national origin under any program or activity receiving federal financial assistance.

Nondiscrimination laws are also found in other statutes, regulations, and Executive Orders. The Federal-Aid Highway Act of 1973 prohibits discrimination based on sex. Disability was added as a protected class through Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990. Age was subsequently added in 1975 under the Age Discrimination Act. In addition, Executive Order 12898 (1994), also known as environmental justice, requires recipients of federal financial assistance to achieve environmental justice by identifying and addressing disproportionately high and adverse human health or environmental effects of their programs, policies, and activities on minority and low-income populations. Executive Order 13166 (2000), limited English proficiency or LEP, was signed into effect which requires federal agencies to ensure that recipients of federal financial assistance provide meaningful access to their programs and activities to LEP beneficiaries.

The Civil Rights Restoration Act of 1987 defined “program” to make clear that discrimination is prohibited throughout an entire agency if any part of the agency receives federal financial assistance. Thus, state and local government, corporations, partnerships, and other private organizations or sole proprietorships are covered in their entirety if such entity receives any federal financial assistance ([FHWA Notice N 4720.6](#), September 2, 1992).

MnDOT is committed to ensuring that no person in the State of Minnesota, on the basis of race, color, national origin, sex, age, disability, or income status, is excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any and all programs, services, or activities administered by the department, its recipients, sub-recipients, and contractors. Additionally, MnDOT is committed to ensuring that its programs incorporate access for people with limited English proficiency.

MnDOT, as a recipient of federal financial assistance, will ensure full compliance with Title VI of the Civil Rights Act of 1964; 49 CFR Part 21 (Department of Transportation Regulations for the Implementation of Title VI of the Civil Rights Act of 1964); 49 CFR Part 21 and 49 CFR Part 303; and related statutes and regulations. MnDOT acknowledges it is subject to and will comply with Federal Highway Administration and Federal Motor Carrier Safety Administration Title VI Assurances.

Title VI responsibilities are delegated to the Title VI Coordinator in the Office of Civil Rights. The Title VI Coordinator has direct access to the Commissioner of MnDOT for Title VI issues. The MnDOT Division Directors and District Engineers, in conjunction with the assigned Title VI Liaisons, are responsible for developing and implementing procedures and guidelines to adequately monitor and administer MnDOT programs in compliance with Title VI.

MnDOT recognizes the need for and provides Title VI training to MnDOT personnel. MnDOT also adequately staffs the Office of Civil Rights, which is charged with the overall management of the Title VI Program.

Any person who believes that they, individually, or as a member of any specific class of persons, have been subjected to discrimination on the basis of race, color, national origin, sex, age, disability, or income status may file a discrimination complaint with MnDOT using the complaint form located on MnDOT's Title VI website. The complaint form and procedures are also available in hard copy, Spanish, Somali, Hmong, and additional languages upon request.

MnDOT's Title VI website is: <http://www.dot.state.mn.us/civilrights/titlevi.html>

For more information about MnDOT's Title VI Program, please contact Kim Collins, Director of the Office of Civil Rights:

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Phone: 651-366-3150


Commissioner of Transportation
State of Minnesota (MnDOT)


Date