

What is Title VI?

Title VI of the Civil Rights Act of 1964 is a Federal law that protects individuals or groups from discrimination on the basis of race, color, or national origin in federally assisted programs and activities. The law states 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 for which the recipient receives Federal assistance." (42 U.S.C. 2000d)

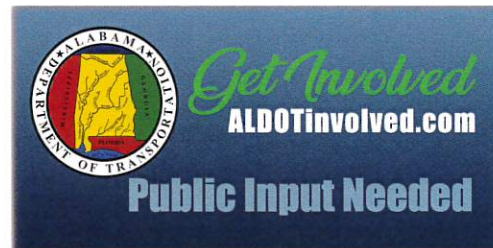
Title VI includes other federal acts which protect against discrimination. These related authorities include:

- The Civil Rights Restoration Act of 1987 clarified the intent of Title VI to include all programs and activities of entities whether those programs and activities are federally funded or not.
- The Uniform Relocation Assistance and Real Property Acquisition Act of 1970 prohibits unfair and inequitable treatment of persons displaced or whose property will be acquired as a result of federal financially assisted programs or activities.
- Section 504 of the Rehabilitation Act of 1973 and the American with Disabilities Act of 1990 prohibits discrimination based on disability.
- Federal Aid Highway Act of 1973 prohibits discrimination based on sex (gender).
- The Age Discrimination Act of 1975 prohibits discrimination based on age.

Discrimination Prohibited by Title VI

Recipients and subrecipients of federal funds cannot, on the basis of race, color, or national origin, either directly or through contractual or other arrangements:

- Deny a person any service, financial aid, or other benefit provided under the program.
- Provide any service, financial aid, or other benefit to a person which is different, or is provided in a different manner, from that provided to others under the program.
- Subject a person to segregation or separate treatment in any matter related to the receipt of any service, financial aid, or other benefit under the program.
- Restrict a person in any way in the enjoyment of any advantage or privilege enjoyed by others receiving any service, financial aid, or other benefit under the program.
- Deny a person the opportunity to participate as a member of a planning, advisory, or similar body which is an integral part of the program.
- Deny a person the opportunity to participate in the program through the provision of services or afford the opportunity to do so which is different from that afforded to others.



Demographic Data Collection

Federal Highway Administration (FHWA) requires ALDOT and its subrecipients to collect statistical data to give reasonable guarantee of compliance with federal regulations.

ALDOT's Title VI Notice

The Alabama Department of Transportation (ALDOT) also referred to as "Recipient" assures that no person shall on the grounds of race, color, national origin, disability, age or sex as provided by Title VI of the Civil Rights Act of 1964, and the Civil Rights Restoration Act of 1987 be excluded from participation in, be denied the benefits of or be otherwise subjected to discrimination or retaliation under any program or activity administered by ALDOT. ALDOT further assures every effort will be made to ensure nondiscrimination in all of its programs and activities whether those programs and activities are federally funded or not.

ALDOT Subrecipients

A subrecipient is a non-Federal entity that receives a subaward from a pass-through entity to carry out part of a Federal program. A subrecipient may include, but is not limited to, cities, counties, metropolitan planning organizations, colleges/universities, contractors, or sub-grantees.

ALDOT's subrecipients are also required to ensure nondiscrimination in all their programs and activities whether federally funded or not.

How to File a Title VI Complaint

Any person who believes they or a specific class of persons have been subjected to discrimination on the basis of race, color, or national origin in the programs and activities of ALDOT or its subrecipients may file a Title VI complaint. Any person who believes they have been retaliated against for participating in a discrimination complaint process may also file a complaint.

The complaint may be filed by the complainant or representative and must be submitted in writing no later than 180 days after the date of the alleged discrimination. Complaints may be submitted to ALDOT by mail, fax, or e-mail:

**Alabama Department of Transportation
Compliance Bureau
1409 Coliseum Boulevard
Montgomery, Alabama 36110
Fax: (334) 242-6101
E-mail: TitleVI@dot.state.al.us**

The Title VI Complaint Form can be found on ALDOT's website at:

<https://www.dot.state.al.us/programs/TitleVI.html>.

Complaints should include:

- The complainant's contact information, including, if available: full name, postal address, phone number, and email address.
- A written explanation of the alleged discriminatory actions.

- The basis of the complaint (e.g., race, color, national origin).
- The names of specific persons and respondents (e.g., agencies/organizations) alleged to have discriminated.
- Sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives Federal financial assistance.
- The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is on-going.

Title VI complaints may also be filed directly with the appropriate federal agency.

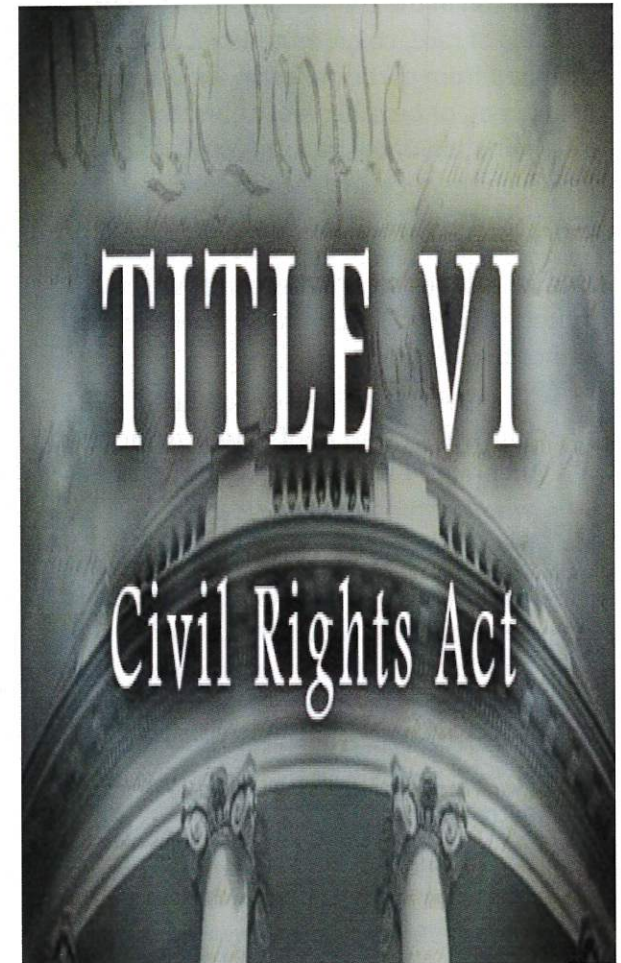
Mail complaints related to the Federal Highway Program to:

**Federal Highway Administration
U.S. DOT Office of Civil Rights
1200 New Jersey Avenue, SE
8th Floor E81-105
Washington, DC 20590**

Mail complaints related to the Federal Transit Program to:

**Federal Transit Administration
Office of Civil Rights
1200 New Jersey Avenue, SE
Washington DC 20590**

For questions or assistance, please contact
ALDOT's Title VI Coordinator
(334) 242-6658



"Simple justice requires that public funds, to which all taxpayers of all races contribute, not be spent in any fashion which encourages, entrenches, subsidizes or results in racial discrimination." – President John F. Kennedy