

TITLE VI NONDISCRIMINATION PROGRAM Fact Sheet



OVERVIEW

The North Carolina Department of Transportation (NCDOT) is a recipient of Federal financial assistance from the US Department of Transportation. As a recipient of these funds, the Department must comply with Title VI of the Civil Rights Act of 1964 and other nondiscrimination authorities ("Title VI"). The NCDOT is required to have a comprehensive Title VI Nondiscrimination Program ("the Program") to prevent and eliminate discrimination in programs and activities administered by the Department. The Department's responsibilities for the Program are primarily outlined in 49 Code of Federal Regulations (CFR) part 21; 23 CFR part 200; and Federal Transit Administration Circular 4702.1B.

WHAT IS TITLE VI?

Title VI is the federal law that protects individuals and groups from discrimination on the basis of **race, color, and national origin** in all programs, services, and activities of a Federal-aid recipient. The law specifically states: "No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance." (Title VI, the statute, is codified at 42 U.S.C. 2000d)

Other related laws have expanded the Program to protect against discrimination based on age, sex, limited English proficiency (LEP), income-level, and disability; (and creed/religion, where applicable). The intent of the Program is to remove barriers and conditions that prevent minority, low-income, LEP, and other disadvantaged persons from accessing, participating in, and benefiting from programs and activities of Federal-aid recipients.

PROGRAM RESPONSIBILITY

The Office of Civil Rights (OCR), External Civil Rights (ECR) is the focal point for the implementation of the Department's Title VI Nondiscrimination Program. ECR is required to monitor and coordinate with business units to effectively implement Title VI requirements. ECR is also responsible for determining if the Department's subrecipients are in compliance with Title VI. Subrecipients may include transit systems, metropolitan and rural planning organizations (MPOs and RPOs), local government agencies (LGAs), airport sponsors, universities, contractors, and other entities receiving funds through NCDOT (for Title VI purposes, contractors, consultants, subcontractors, and professional service firms are all considered "contractors").

WHAT IS COVERED BY TITLE VI?

As a Federal-aid recipient, all NCDOT programs, projects, services, and activities are covered by Title VI. Examples of areas covered by Title VI include, but are not limited to:

- Transportation (transit, planning, DMV, etc.)
- Right-of-way Acquisition
- Contracting opportunities
- Education/training opportunities
- Public meetings/events
- Policy/Rulemaking activities
- Communications
- Research opportunities
- Construction
- Allocation of funds

WHO MUST COMPLY?

All of NCDOT must comply. The Civil Rights Restoration Act of 1987 clarified the original intent of Title VI and restored the broad, institutional-wide scope and coverage of the statute to include **ALL** programs and activities of an agency that receives Federal financial assistance, whether such programs and activities are **federally funded or not**.

FOR ADDITIONAL INFORMATION:

Title VI Nondiscrimination Program
NCDOT Office of Civil Rights
External Civil Rights
1511 Mail Service Center
Raleigh, NC 27699-1511
919-508-1808 (Direct)