

**Title VI & Nondiscrimination  
Annual Refresher :**

**OR**

J E L L Y B E A N

**Training ☺**

**Jelly Beans come in different colors, sizes, flavors. Some are imported, some made here**



**Just like people. Title VI requires that Federal-aid recipients ensure they aren't discriminating against, excluding from participation in or denying benefits to anyone based on race, color or national origin.**

Federal and State  
authorities extend  
protection:



*Gender or Sex*

**AGE**

*Disability*

Religion

Family status

Thanks to the



Title VI nondiscrimination applies to all programs and services of a recipient, whether or not that activity receives federal funds . . . CRRA rejected the Supreme Court ruling in Grove City College v. Bell

# Fed Aid Recipients also have affirmative responsibilities



Here are  
a few:

- Limited English Proficiency (LEP)
- Environmental Justice
- Small and Disadvantaged Business contracting
- Reasonable Accommodation
- Public Involvement

# Enforcement of Title VI rests with Department of Justice

1. All federal agencies must ensure their recipients and sub-recipients comply with nondiscrimination laws.
2. For FHWA, Title VI regulatory authority is at 23 CFR 200.
3. Recipients must review each of their program areas annually for compliance.
4. Failure to comply can result in deficiency findings and, if not corrected, loss of funding.

# We all have a role in Title VI nondiscrimination

*Thank y'all*

Not discriminating is just one component of Title VI Programs. Understanding your community and active engagement are just as important.



Contact Jackie or Carey for more info on how to build a strong nondiscrimination program!