



Anderson County Government Title VI Training

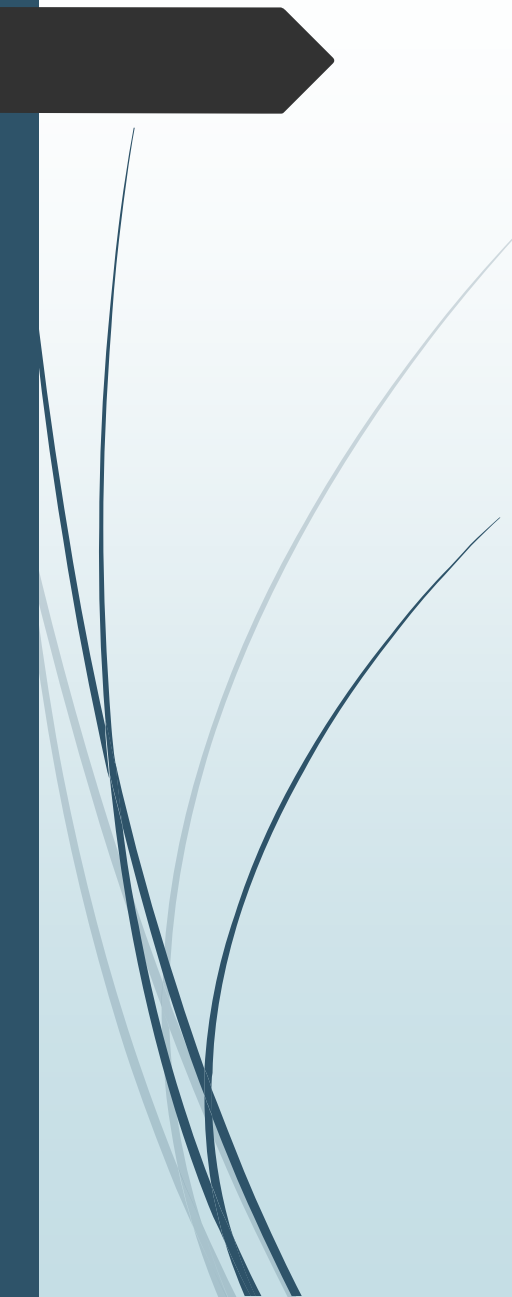
Provided by the Human Resources & Risk Management Department



What is Title VI?

Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d)

- ▶ 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 subjected to discrimination under any program or activity receiving Federal financial assistance.
- ▶ Civil Rights are enforceable rights or privileges guaranteed by the US Constitution.
- ▶ Violation of these and other fundamental rights may give rise to a cause of action.

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Discriminatory Practices Under Title VI

- ▶ Discrimination occurs when an individual's civil rights are denied or interfered with because of their membership in a particular group or **C**
- ▶ Providing a different service, aid, or benefit, or providing them in a manner different than they are provided to others is a form of discrimination.
- ▶ Segregating or treating individuals separately in any matter related to receiving any program service, aid, or benefit.



Overview of Civil Rights in the U.S.

- ▶ 1954- Brown vs. the Board of Education of Topeka Kansas: The US Supreme Court Rules that segregation in public schools is unconstitutional.
- ▶ 1955/56- Montgomery Bus Boycott: Rosa Parks refuses to give up her seat at the front of the "colored section" of a bus to a white passenger. Boycotts of the bus system led to the desegregation on Dec. 21, 1956.
- ▶ 1957- Little Rock Nine: Nine black students are blocked from entering a formerly all-white High School. Federal troops intervene on behalf of the students.
- ▶ 1961- Freedom Rides: Organized by the Congress of Racial Equality (CORE) to expose illegal segregation on interstate bus/train travel.
- ▶ 1962- United Farm Workers Union established to protest working conditions and civil rights for Mexican Americans.
- ▶ 1963- Martin Luther King delivers his famous "I Have a Dream" speech
- ▶ 1964- The 24th Amendment is passed, abolishing the poll tax, which made it difficult for poor blacks to vote.
- ▶ 1964- President Johnson signs the Civil Rights Act of 1964. The Act prohibits discrimination of all kinds based on race, color, or national origin.



Tennessee's Title VI Law

- In 1993, the State of Tennessee became the first state to pass legislation for the enforcement of Title VI compliance in all of its departments, programs, and agencies.
- The Tennessee Human Rights Commission is an independent state agency charged with preventing and eradicating discrimination based on race, color, religion, national origin, gender, disability, and age.
- TN Code Annotated Section 4-21-904
 - "It is a discriminatory practice for any state agency receiving federal funds making it subject to Title VI of the Civil Rights Act of 1964, or for any person receiving such federal funds from a state agency, to exclude a person from participation in, deny benefits to a person, or to subject a person to discrimination under any program or activity receiving such funds, on the basis of race, color, or national origin."

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Prohibited Practices Under Title VI

- Denying any individuals service, opportunities, or other benefits for which that individual is otherwise qualified.
- Providing any service or benefit in a different manner from that which is provided to others in a program because of race, color, or national origin.
- Segregating service recipients solely because of race, color, or national origin.
- Restricting access to program services or benefits because of race, color, or national origin.
- Adopting methods of administration which would limit participation by any group of recipients or subject them to discrimination.
- Addressing an individual in a manner that denotes inferiority because of race, color, or national origin.



Limited English Proficient (LEP)

- ▶ LEP: Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English.
- ▶ Persons with LEP will have meaningful access and equal opportunity to participate in our services, activities, programs, and other benefits.
- ▶ The policy of Anderson County Government is to ensure meaningful communication with persons that experience LEP and their authorized representatives. All interpreters, translators and other aids needed to comply with this policy shall be provided without cost to the person being served.
- ▶ Anderson County Government's LEP Policy can be requested from the Human Resources and Risk Management Director as the Title VI Coordinator.



Equal Employment Opportunity

- ▶ Anderson County Government is an Equal Employment Entity:
- ▶ It shall also be an unlawful employment practice for Anderson County Government to (1) fail or refuse to hire or to discharge any individual or otherwise discriminate against any individual with respect to their compensation, or the terms, conditions, or privileges of their employment, because of such individual's race, color, religion, sex, age, handicap or national origin (2) to limit, segregate, or classify their employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect their status as an employee, because of such individual's race, color, religion, sex, age, handicap or national origin.



Complaint Procedure

These procedures apply to all complaints filed under Title VI of the Civil Rights Act of 1964:

- Any individual that believes they have been subjected to prohibited discrimination may file a written complaint with Anderson County Government's Title VI Program Coordinator. A formal complaint must be filed within 180 calendar day of the alleged occurrence or when the alleged discrimination became known to the complainant.
- Upon receipt of the complaint, the Title VI Program Coordinator will determine its jurisdiction acceptability, and need for additional information, as well as investigate the merit of the complaint.
- ACG will notify all parties as well as the appropriate Federal Agency its final investigative report within 60 calendar days of the acceptance of the complaint.
- If complainant is not satisfied with the results of the investigation of the alleged discrimination and practices, the complainant will be advised of the right of appeal to TDO (or appropriate Federal Agency).

You may request Anderson County Government's Policy from the Human Resources and Risk Management Director and Title VI Coordinator.



Grant Recipients Requirements:

- As a grant recipient for Anderson County Government, the department as well as those who facilitate the spending of the funds, must complete appropriate online trainings from the appropriate Federal Agency to remain compliant with grant regulations.
- Failing to fulfil the required certification(s), may result in the Federal Agency withdrawing the grant funding from Anderson County Government.

Below are links for certification purposes:

- <https://www.tn.gov/tdot/civil-rights/title-vi-program/title-vi---training.html>
- <https://tdec.tn.gov/title6/index.html>
- https://stateoftennessee.formstack.com/forms/title_vi_training