

302 Title VI

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

Under the [FDOT Title VI/Nondiscrimination Program Implementation Plan](#) policy, FDOT aims to prevent discrimination “on the basis of race, color, national origin, sex, age, handicap/disability or income status”.

Applicability

As a Federal-aid recipient and per FDOT policy, all Department programs and activities must ensure nondiscrimination, not just the branch of the organization utilizing the assistance. As such, Title VI nondiscrimination requirements are considered throughout the project lifecycle, from planning to operations and maintenance and in all parts of the agency.

To help ensure that no person is denied access to or participation in FDOT programs and activities, FDOT appoints a State Title VI Coordinator and District Title VI Coordinators to advise Department staff and consultants and monitor for compliance with Title VI requirements in all program areas. Additionally, a Title VI Coordinator is assigned in each of FDOT’s program areas. These FDOT Title VI contacts are listed on the [FDOT website](#).

The Department and Districts are monitored by the Federal Highway Administration (FHWA) and Federal Transit Administration (FTA) for compliance with Title VI. If a person or group thinks they have been a victim of discrimination, they can file a complaint with the Department. The State Title VI Coordinator determines if the complaint is valid and notifies the Federal agency with the appropriate jurisdiction which will investigate the complaint or take other appropriate action. Complaints can

also be filed with the US Department of Justice, which serves as the Title VI government clearinghouse.

Definitions

Affected Community

That person or persons served or likely to be directly or indirectly impacted by a program receiving Federal financial assistance.

Discrimination

Any action or inaction, whether intentional or unintentional, in any program of a recipient of Federal financial assistance that results in disparate treatment (including retaliation under 49 C.F.R. § 21.11(e)), disparate impact, or perpetuating the effects of prior discrimination based on race, color, or national origin (including limited English proficiency).

Disparate Impact

A policy or practice that disproportionately affects members of a group identified by race, color, or national origin (including limited English proficiency), without legitimate justification or where there are other alternatives that would result in less disproportionate effects on the basis of race, color, or national origin (including limited English proficiency).

Disparate Treatment

Actions that result in circumstances where similarly situated persons are intentionally treated differently (i.e., less favorably) than others because of their race, color, or national origin (including limited English proficiency).

Source: [U.S. DOT Title VI Program](#).

Title VI and Community Engagement

Community engagement activities should be designed to reach all segments of an affected community. This will ensure that all groups have opportunities to have a voice in project planning and decision-making processes. When designing and implementing the community engagement strategy, consider the following:

- **What does the data say?** To be inclusive and avoid discrimination, public engagement must be informed by demographic data.
- **What might unintentionally exclude a population group or community from participating?** Consider what physical accessibility, language, or other barriers could affect people's ability to participate. Take reasonable steps to address such barriers.
- **Are any affected communities missing from the conversation?** If so, explore how to reach these groups, provide compelling reasons why participation would be important to them (e.g., opportunity to influence outcomes), and take engagement opportunities into the community in places that are familiar and comfortable to locals.

The FDOT Title VI standard nondiscrimination statement, along with contact information for the State Title VI Coordinator and District Title VI Coordinator, must be provided in all public communications, including notifications for public meeting/hearings and on display at the public meeting/hearing.

FDOT Title VI Nondiscrimination Statement

Public participation is solicited without regard to race, color, national origin, age, sex, religion, disability, or family status.

