



LAP Nondiscrimination Handbook - Attachment A

Authorities and Resources



Authority	Description
20 United States Code (U.S.C.) 1681et seq., Civil Rights Restoration Act of 1987	clarifying congressional intent to prohibit discrimination in all programs and activities of federal aid recipients, regardless of whether or not they are federally assisted
23 U.S.C. 324, Highway Act of 1973	adding sex as a protected class and authorizing use of Title VI enforcement measures to sex discrimination
29 U.S.C. 701 et seq., Section 504 of the Rehabilitation Act of 1973	prohibiting discrimination based on disability in federal funded programs or services
42 U.S.C. 2000d-2000d-7, Title VI of the Civil Rights Act of 1964	providing that no person in the United States shall, on the grounds of race, color, or national origin, be excluded from, participation in, or be denied the benefits of, or be subjected to discrimination under any program, or activity receiving Federal financial assistance
42 U.S.C. 6101 et seq., Age Discrimination Act of 1975	prohibiting discrimination based on age in any federally funded program or activity
42 U.S.C. 12131 et seq., American with Disabilities Act of 1990	prohibiting discrimination based on disability in programs or services operated by government entities
23 C.F.R. Part 200 et seq., State Transportation Agency Nondiscrimination	codified Title VI for FHWA programs, services and activities
49 C.F.R. Part 21 et seq., Nondiscrimination in DOT Assisted Programs	codifies Title VI for US DOT programs, services and activities
49 C.F.R. Part 26, Disadvantaged Business Enterprise (DBE)	establishes the federal guidelines for DBE participation in U.S. Department of Transportation funded contracts
49 C.F.R. Part 27, Nondiscrimination Based on Disability in US DOT Assisted Programs	codifies ADA/504 for US DOT programs, services and activities
Executive Order 12898	directing federal agencies to address disproportionately high and adverse human health or environmental effects in programs, policies, and activities on minority populations and low-income populations (1994)
Executive Order 13166	requiring federal agencies to improve access to programs and services for those who are limited English proficient and to provide guidance to federal aid recipients on taking reasonable steps to provide meaningful access for those who LEP (2004)
DOT Environmental Justice Order 5610.2(a)	reaffirming DOT commitment to EJ and providing steps to prevent and/or address disproportionately high and adverse effects to minority or low-income populations through Title VI analyses and environmental justice analyses conducted as part of Federal transportation planning and NEPA provisions (2012)
FHWA Environmental Justice Order 6640.23A	providing the FHWA policies and procedures for use in complying with EO 12898 (2012)
Disadvantaged Business Enterprise Program Plan, Florida Department of Transportation	Required document specifying how FDOT complies with 49 CFR 26
Limited English Proficiency Plan, Florida Department of Transportation	FDOT's master LEP document from which Districts develop specific strategies based regional demographics.

Resource	Location	Description
<i>FDOT's LAP Program - webpage</i>	https://www.fdot.gov/programmanagement/lp/lap/default.shtm	Everything you need to know about the LAP program along with links to GAP and quick-reference resources.
<i>FHWA Federal-aid Essentials</i>	https://www.fhwa.dot.gov/federal-aidessentials/catmod.cfm?id=92	An engaging and informative series of online videos that describe civil rights program and project requirements for Local Public Agencies.
<i>How to Engage Low-Literacy and Limited-English-Proficiency Populations in Transportation Decisionmaking</i>	http://www.fhwa.dot.gov/planning/publications/low_limited/lowlim01.cfm	The best of its kind and a must read for all practitioners. Documented outreach to and solicitation of information from underserved populations is one of nondiscrimination essentials.
<i>Going Public: Involving Communities in Transportation Decisions</i>	http://onlinepubs.trb.org/onlinepubs/trnews/trnews220.pdf	TRB's Public Involvement Primer – 52 pages of everything you need to effectively engage underserved populations in transportation.
<i>FHWA Title VI/Nondiscrimination - webpage</i>	http://www.fhwa.dot.gov/civilrights/programs/tvi.cfm	Need a fast look at minimum program requirements? This webpage gives a quick overview of the FHWA's Title VI/Nondiscrimination Program.
<i>FTA Title VI of the Civil Rights Act of 1964 - webpage</i>	http://www.fta.dot.gov/civilrights/12328.html	FTA's revised Title VI Circular and other helpful information on complying with nondiscrimination requirements in FTA funded programs, services and activities.
<i>TRB's Title VI Best Practices</i>	http://onlinepubs.trb.org/onlinepubs/nchrp/nchrp_rrd_340.pdf	Who is keeping track of strong nondiscrimination practices across the country? TRB is – check it out.
<i>LEP Guidance</i>	http://www.lep.gov	An enormous collection of resources for providing meaningful access to those who do not speak English proficiently.
<i>I Speak Card</i>	http://www.lep.gov/ISpeakCards2004.pdf	From the US Census Bureau – can be printed, laminated and used at front desks and in maintenance vehicles.
<i>US DOJ Title VI Handbook</i>	https://www.justice.gov/crt/fcs/T6manual	'Da Rules' and some pretty good ideas, too.
<i>FDOT's Title VI Resource List</i>	https://www.justice.gov/crt/fcs/T6manual	FDOT's own list of required reading . . . where the experts turn for guidance.
<i>FDOT's Title VI Implementation Plan</i>	https://fdotwww.blob.core.windows.net/sitefinity/docs/default-source/equalopportunity/titlevi/2022_ip_fdot-final-to-ooo-website.pdf?sfvrsn=c4d32cbc_2	Ever wonder how FDOT implements its own nondiscrimination program? This is it!

<i>FDOT's Policy</i>	https://fdotwww.blob.core.windows.net/sitefinity/docs/default-source/equalopportunity/titlevi/nondiscrimination-procedure.pdf?sfvrsn=afadfa12_0	Updated from time to time but the structure remains the same. Serves as FDOT's commitment to its public.
<i>FDOT's Title VI Assurance</i>	https://www.fdot.gov/docs/default-source/programmanagement/Implemented/Workbooks/JanWorkbook2018/Files/SP0073100.pdf	Like local agencies, FDOT must also sign a nondiscrimination assurance, DOT 1050.2A. This is the current document.
<i>FHWA's Resource Center Webpage</i>	https://www.fhwa.dot.gov/resourcecenter/teams/civilrights/index.cfm	Lists best practices nationally.
<i>Sub-Recipient Guide to Title VI Implementation</i>	https://fdotwww.blob.core.windows.net/sitefinity/docs/default-source/content/equalopportunity/titlevi/sub-recipientbrochurefinal.pdf?sfvrsn=2c1091da_0	A concise pamphlet published by the Southern States Transportation Civil Rights Council. Includes everything you need to get started.
<i>ADA Standards</i>	http://www.access-board.gov/guidelines-and-standards/buildings-and-sites/about-the-ada-standards/ada-standards	One stop shop for ADA requirements – program to project.
<i>FDOT's ADA webpage</i>	http://www.fdot.gov/designsupport/ADA/	Recognized best practice and everything you need for compliance with ADA/504.
<i>DOJ/DOT Joint Technical Assistance on alterations vs. maintenance</i>	http://www.ada.gov/doj-fhwa-ta.htm	When are curb ramps required as part of road projects? What constitutes an alteration? You'll find clear, unambiguous answers here!
<i>FHWA HEP EJ Overview - webpage</i>	http://www.fhwa.dot.gov/environment/environmental_justice/overview/	An old favorite, the webpage provides a nice look at the history of EJ and its nexus with Title VI.
<i>ADA for Small Towns</i>	http://www.ada.gov/smtown.htm	One of a kind – DOJ guidance for smaller cities and towns that need tips for compliance on a limited budget.
<i>ADA Title II Technical Assistance Manual</i>	https://www.fhwa.dot.gov/civilrights/programs/ada_sect504qa.cfm	The closest thing to line-by-line compliance information available from the agency with original jurisdiction for ADA enforcement.

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