

## What is Title VI?

Title VI of the 1964 Civil Rights Act prohibits discrimination on the basis of race, color, or national origin in programs and activities supported by Federal funding. It 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.”** 42 USC §2000d

*Title VI  
prohibits discrimination  
whether the form  
is intentional or whether the unintended  
effect is  
unduly burdensome  
to the recipient.*

## What does Title VI cover?

Title VI of the Civil Right Act of 1964 and supplemental legislation covers all federal aid except those federally funded contracts of insurance and guaranty. It does not cover employment, except where employment practices result in discrimination against program beneficiaries, or where the purposes of federal assistance is to provide employment. The Act does not apply to discrimination based on age, sex, geographical locale or wealth.

## Who is covered under Title VI?

Any person who is discriminated against based on **race, color** or **national origin**. Minorities are covered, including Black, Hispanic, Asian American and American Indian or Alaskan Native. Undocumented aliens are also covered. The elderly, children, the disabled and other populations (such as female head of household) *may* be covered because of concentrations in certain protected communities.

*Executive Order 12898  
extends the protection of  
Title VI to low-income  
populations.*

## What is Environmental Justice (Executive Order 12898)?

Executive Order 12898, enacted in 1994 by President Clinton, requires each federal agency and its recipients when implementing programs, policies or activities to the greatest extent practicable by law develop a strategy that prevents **“disproportionately high and adverse human health or environmental effects”** on low-income and minority populations in the United States.

## What are examples of “adverse effects” noted in Executive Order 12898?

- The denial of, reduction in, or significant delay in the receipt of or benefits of NJDOT programs, policies, or activities
- Adverse impact on employment
- Air, noise and water pollution or soil contamination
- Destruction of natural resources
- Destruction of community cohesion or its economic vitality
- Destruction or disruption of public and private facilities or services
- Displacement of persons, businesses, farms or nonprofit organizations
- Increased traffic congestion, isolation, exclusion, or separation of minority or low-income community from the broader community
- Bodily impairment, infirmity, illness or death



## How do I file a complaint with NJDOT?

Any person or group who believes they have been discriminated against may file a signed, written complaint with the New Jersey Department of Transportation within 180 days of the violation. In addition, a complaint may also be filed within 180 days of the alleged discrimination with an appropriate federal agency.



To file a complaint with NJDOT Division of Civil Rights and Affirmative Action, you may contact them at the following address and number:

**NJDOT/Division of Civil Rights/AA  
Title VI Coordinator  
Title VI/Nondiscrimination Unit  
1035 Parkway Avenue, P.O. Box 600  
Trenton, NJ 08625-0600  
(609) 530-3009**



To file a complaint with United States Department of Transportation, please contact them at the following address and number:

**US Department of Transportation  
Federal Highway Administration  
Office of Civil Rights  
1200 New Jersey Ave., SE  
8<sup>th</sup> Floor, E81-314  
Washington, DC 20590  
Phone: 1-202-366-0693  
Fax: 1-202-366-1599**

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### Title VI/Nondiscrimination Unit

#### SECTION I: GENERAL INFORMATION

Name of Complainant: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_ Zip Code: \_\_\_\_\_  
Contact Person: \_\_\_\_\_  
Phone :: \_\_\_\_\_  
Fax Number: \_\_\_\_\_

#### SECTION II: AGENCY, CONTRACTOR, INSTITUTION

Please provide the name of the agency, contractor or institution that discriminated against you:

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_ Zip Code: \_\_\_\_\_

How were you discriminated against? Please give specific information and the basis of the discrimination, i.e., status as a minority, low income, etc.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

When and where did the discrimination take place? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Were there any witnesses?  
Please provide names and addresses.

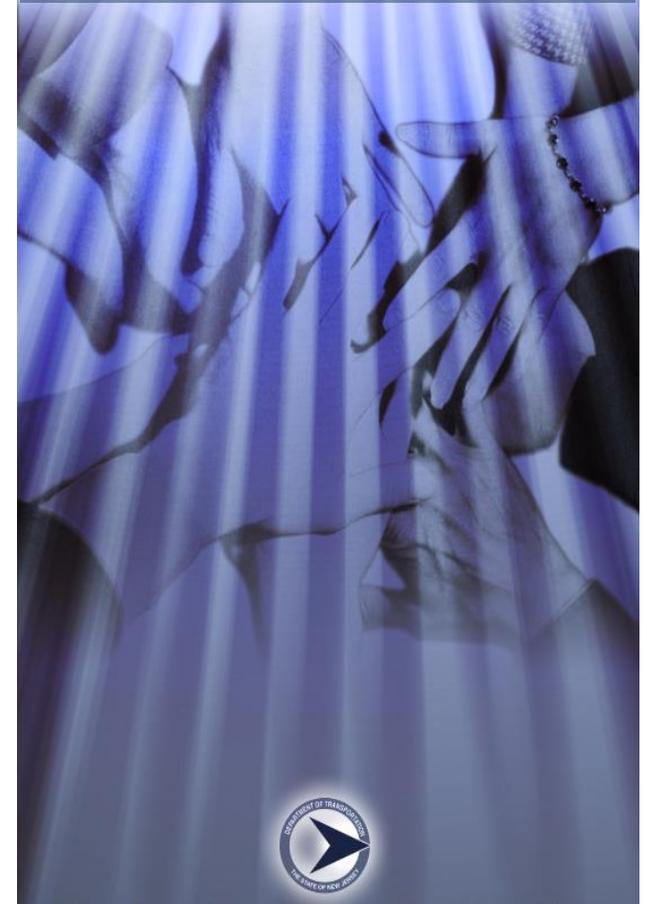
Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone: \_\_\_\_\_

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone: \_\_\_\_\_

*Please provide any additional information on a separate piece of paper.*

YOUR GUIDE to

# Title VI Nondiscrimination



**New Jersey Department of Transportation  
Governor: Chris Christie  
Commissioner: Jamie Fox**