



## **Title VI of the Civil Rights Act**

Title VI of the Civil Rights Act deals with nondiscrimination in federally assisted programs and activities and has broad applicability. It does not cover claims of employment discrimination except in instances where the primary objective of the financial assistance is to provide employment for the service, benefit or program. Subsequent laws and executive orders have expanded the categories to now include: race, color, age, sex, sexual orientation, gender identity, national origin, religion, disability, income status, Limited English Proficiency, and veteran's status. The Americans with Disability Act (ADA) is also included, therefore, those with disabilities are also protected under Title VI.

### **1. Statement:**

- No person shall be excluded from participation in, denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance on the grounds of race, color, age, sex, disability, national origin, income status, ancestry or religion.

### **2. Purpose:**

- To eliminate discrimination in federally funded programs and activities
- To ensure equitable distribution of public funds for public benefits

### **3. Sub-recipient:**

- Includes: Metropolitan Planning Organizations, counties, cities, townships, colleges, universities, consultants, subcontractors and contractors.

As a sub recipient, Milestone shall implement compliance with Title VI of the Civil Rights Act of 1964 (Title VI) and related statutes and regulations.

Responsibility to include:

- Submit an assurance that our programs, activities and facilities will be operated in a nondiscriminatory manner;
- Disseminate Title VI information to its beneficiaries and stakeholders (i.e. employees, general public and subcontractors);



- Ensure Title VI provisions are in federally funded related contracts extended to subcontractors;
- Not discriminate in our programs, activities or employment practices;
- Cooperate in obtaining voluntary compliance under Title VI; and
- Extend subcontracting opportunities to DBE's.