



TITLE VI | YOUR RIGHTS UNDER TITLE VI OF THE CIVIL RIGHTS ACT OF 1964

What is Title VI of the Civil Rights Act?

Title VI of the Civil Rights Act of 1964 is the federal law that protects individuals and groups from discrimination on the basis of their race, color, and national origin in programs and activities that receive federal financial assistance. This also includes other civil rights provisions of federal statutes and related authorities to the extent that they prohibit discrimination in programs and activities receiving federal financial aid.

Pursuant to Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, and other non-discrimination authorities, it is the policy of the San Diego Association of Governments (SANDAG) that discrimination on the grounds of race, color, sex (including pregnancy, childbirth, breastfeeding or related medical conditions), creed, religion, national origin, age, marital status, ancestry, medical condition, disability, military or veteran status, low-income status, English language proficiency, genetic information, gender identity or expression, sexual orientation, or any other category protected by federal, state or local law in conducting government business shall not occur in connection with programs or activities receiving federal financial assistance.

In operating federally-assisted programs, Title VI prohibits SANDAG from discriminating either directly or through contractual or other means by:

- Denying programs, services, financial aids, or other benefits.

- Providing different programs, services, financial aids, or other benefits, or providing them in a manner different from that provided to others.
- Segregating or separately treating individuals or groups in any matter related to the receipt of any program, service, financial aids, or benefit.
- Denying person(s) the opportunity to participate as a member of a planning, advisory, or similar body on a discriminatory basis.
- Denying person(s) the opportunity to participate in the program through the provision of services or affording the opportunity to do so differently from those afforded others.

Environmental Justice

In 1994, President Clinton signed Executive Order 12898: Federal Action to Address Environmental Justice in Minority Populations and Low-income Populations, which focused attention on Title VI by providing that, “each agency shall make achieving environmental justice part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority and low-income populations.”

Title VI and Limited English Proficiency

The federal government, and those receiving assistance from the federal government, must take reasonable steps to ensure that persons with Limited English Proficiency (LEP) have meaningful access to the programs, services, and activities of those entities. This means that SANDAG will create solutions to address the needs of this population of individuals for whom English is not their primary language.

Who is a person with LEP?

Persons who do not speak English as their primary language and have a limited ability to read, speak, write, or understand English may be considered Limited English Proficient (LEP). These individuals may be entitled to language assistance with respect to a particular type of service, benefit, or encounter. More information can be found on the SANDAG website at sandag.org/languageassistance. Anyone requiring assistance may contact SANDAG at languageassistance@sandag.org.

What discrimination is prohibited by Title VI?

Discrimination is an act (action or inaction), whether intentional or unintentional, through which a person or group, solely because of a protected characteristic, has been subjected to unequal treatment or impact, under any program or activity receiving federal financial assistance.

Who may file a complaint?

A complaint may be filed by any individual or group who believes they have been subjected to discrimination or retaliation based on the categories previously listed. The complaint may be filed by the affected party or representative and must be received in writing.

How to file a complaint

You may submit a complaint in accordance with the procedures in SANDAG Board Policy No. 009, which can be found at www.sandag.org/nondiscrimination, or obtained from SANDAG using the contact information in this notice.

What if SANDAG retaliates against me for asserting my rights or filing a complaint?

SANDAG is prohibited from retaliating against any person because they reported an unlawful policy or practice, or made charges, testified, or participated in any complaint action.

CONTACT INFORMATION

Any Title VI and/or Environmental Justice-related questions, concerns, or complaints regarding SANDAG programs, services, and/or activities may be submitted to:

The SANDAG Office of Equity and Diversity, 401 B Street, Suite 800, San Diego, CA 92101

Voice phone 619.699.1900 TTY 619.699.1904

OfficeOfDiversityAndEquity@sandag.org



Free Language Assistance | Ayuda gratuita con el idioma | Libreng Tulong sa Wika | Hỗ trợ ngôn ngữ miễn phí | 免費語言協助 免费语言协助 | مساعدة ترجمة مجانية 무료 언어 지원 | کمک زبان رایگان | 無料の言語支援 | Бесплатная языковая помощь | Assistência linguística gratuita | मुफ्त भाषा सहायता | Assistance linguistique gratuite | ជំនួយភាសាឥតគិតថ្លៃ | ఉచిత భాషా సహాయం | ການຊ່ວຍເຫຼືອດ້ານພາສາຟຣີ | Kaalmada Luqadda ee Bilaashka ah | Безкоштовна мовна допомога

sandag.org/LanguageAssistance | 619.699.1900
