

CIVIL RIGHTS OFFICE



OVERVIEW

- **Title VI and Related Laws Outline & Requirements**
- **Federal DBE Reporting**
- **Federal Payroll Requirements**

TITLE VI

Civil Rights Act of 1964

“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.”

Title VI of the Civil Rights Act of 1964;
42 U.S.C. § 2000d, et seq.



What is required?

Title VI Program



TITLE VI IMPLEMENTATION PLAN REQUIREMENTS

1. MaineDOT is required to submit an updated **Title VI Implementation Plan ANNUALLY** to FHWA for approval
2. **Designated Responsible Title VI Coordinator** – Sherry Tompkins is the Title VI Coordinator and Mary Bryant is the Title VI Specialist
3. **Internal Program Area Reviews, Data Collection & Analysis** – Quarterly reports are prepared by each of the designated internal MaineDOT Liaisons
4. **Subrecipient Reviews** – MaineDOT, as a primary recipient completes reviews of subrecipients to ensure compliance

Title VI Implementation Plan Requirements Cont.

5. MaineDOT is required to have a formal **Complaint Process** in place
6. **Internal training for State Program Managers** - to support leadership and departmental managers to teach civil rights requirements
7. **Limited English Proficiency (LEP) Plan** - to ensure meaningful access to MaineDOT programs and activities

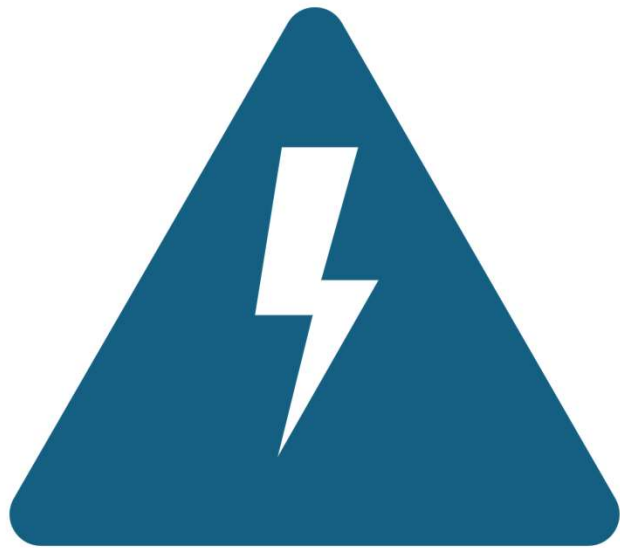
Title VI Assurances in Contract Documents and Agreements

The Title VI Assurances document includes three sections and Appendices A through E

- The three sections are: **Standard and Regulatory Authorities**, **General Assurances**, and **Specific Assurances**.
- Additionally, an affirmation that bidders will receive a fair opportunity must be included in all solicitations for bids.

Equal Employment Opportunity Form FHWA-1273

- The provisions of Form FHWA-1273 apply to all Federal-aid construction projects
- These provisions must be incorporated into every construction contract, subcontracts, and lower-tier subcontracts
- No modifications to the provisions of Form FHWA-1273 are permitted
- All Forms FHWA-1273 need to be readily available to MaineDOT and FHWA upon request
- Current form is located on the FHWA website:
<https://www.fhwa.dot.gov/construction/cqit/form1273.cfm>



Title VI Complaint Process

- MaineDOT has a written Title VI Complaint Process, which is publicly available on our website:
<https://www.maine.gov/mdot/civilrights/title-vi/>
- All Title VI complaints are to be forwarded to MaineDOT Civil Rights Office to submit to the FHWA Division Office
- All complaints must be logged

Limited English Proficiency

- LEP Covers persons who do not speak English as their primary language; and
- Have a limited ability to read, speak, write, or understand English



What Title VI Prohibits

- ✓ Denying anyone the benefit of programs, services or activities; and
- ✓ Providing different services, aid, or benefits, or providing these differently from how they are provided to others; and
- ✓ Segregating or separately treating individuals in any manner related to the service or receipt of any service or activity.

If discrimination is found, you risk jeopardizing your federal funding.



