

# **Your Rights Under Title VI of the Civil Rights Act of 1964 TITLE VI**

## **Who may file a Title VI complaint?**

A complaint may be filed by any individual or group that believes that they have been subjected to discrimination or retaliation based on their race, color, national origin, sex, age, disability and/or income level. The complaint may be filed by the affected party or a representative, and must be in writing.

## **What information do I include in my complaint?**

1. A signed, written complaint should be filed within 180 days of the date of the alleged discrimination, including:
2. Your name, address and telephone number. If you are filing on behalf of another person, include his/her name, address, telephone number and your relation to that person.
3. The name and address of the agency, firm or department you believe discriminated against you.
4. Your signature.
5. A description of how, why, and when you believe you were discriminated against. Include as much background information as possible about the alleged acts.
6. The names of individuals whom you allege discriminated against you if you know them.
7. The names of any persons, if known, that can be contacted for additional information to support or clarify your allegations.

## **How can I file a discrimination complaint?**

If you believe that you have been subjected to discrimination you or others are protected by Title VI, you may file a complaint.



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“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 U.S.C. 2000d)

This brochure is designed to assist you to understand your rights under the Title VI of the Civil Rights Act of 1964 and to provide you information on the City of Hartford commitment to nondiscrimination and equal opportunity.

## **What is Title VI?**

Title VI of the Civil Rights 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.

## **Title VI Policy**

Pursuant to Title VI of the Civil Rights Act of 1964 and other nondiscrimination authorities, it is the policy of The City of Hartford that discrimination on the ground of race, color, national origin, disability, sex, age, or income status shall not occur in connection with programs or activities receiving federal financial assistance.

The City of Hartford will ensure that no person in the United States shall, on the grounds of race, color, national origin, sex, age or disability be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance.

## **Authorities**

The main authority enabling Title VI implementation, compliance, and enforcement is the Civil Rights Act of 1964. The Civil Rights Restoration Act of 1987 broadened the Scope of Title VI Coverage by expanding the definition of terms “programs or activities.” However, other statutes, laws, regulations, Executive Orders, and the United States Constitution, provide guidance for the effective execution of the objectives of Title VI. These include: Federal-Aid Highway Act of 1973; Section 504 of the Rehabilitation Act of 1973; Americans with Disabilities Act of 1990; Age Discrimination Act of 1975; the Uniform Relocation Act of 1970; Executive Orders 12898 and 13166.

## **Programs Covered**

Federally-assisted programs include any projects, programs or activities for the provision of services, financial aid, and other benefits. This includes education or training, work opportunities, health, welfare, rehabilitation, housing or other services, whether provided directly by the recipient

## **What discrimination is prohibited by Title VI Program?**

Discrimination under our Title VI program is an act (action or inaction) whether intentional, through which a person or group, solely because of race, color, national origin, disability/handicap, sex, age or income status has been otherwise subjected to unequal treatment or impact, under any program or activity receiving federal financial assistance.

In operating federal assisted programs, a recipient cannot discriminate either directly or through contractual or other means by:

- Denying program services, financial aids, or other benefits;
- Providing different program services, financial aids or other benefits, or providing them in 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 aid or benefit;
- Restricting in any way the enjoyment of any advantage or privilege enjoyed by others receiving any program service, financial aid or other benefits;
- Denying person(s) the opportunity to participate as a member of a planning, advisory or similar body;
- 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.

