




**TITLE VI
OF THE CIVIL RIGHTS ACT
OF 1964**

Presented by Crystal Jones

Macon-Bibb County Attorney's Office

TITLE VI OF 1964 CIVIL RIGHTS ACT (42 U.S.C. 2000D)

“No person in the United States shall on the grounds 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.”

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CIVIL RIGHTS RESTORATION ACT OF 1987

Clarified the original intent of Congress in Title VI of the Civil Rights Act.

Restored the broad, institution-wide scope and coverage of the non-discrimination statutes to include **all** programs and activities of federal aid recipients, sub-recipients and contractors.

WHAT IS COVERED UNDER TITLE VI?

A program or agency must:

1. Provide a service, aid or benefit;
2. Be located within the United States;
3. Receive direct (recipient) or indirect (sub-recipient) federal funding or assistance, including contractual means.

Examples of areas include construction, recreation, community development, law enforcement, planning, etc.

TERMS

A beneficiary is any person or entity that directly or indirectly receives advantages from a federally funded program.

Macon-Bibb County receives

A recipient is any person or entity that receives financial assistance and/or operates a program or activity and is subject to Title VI.

Examples include state agencies, municipalities, educational institutions, etc.

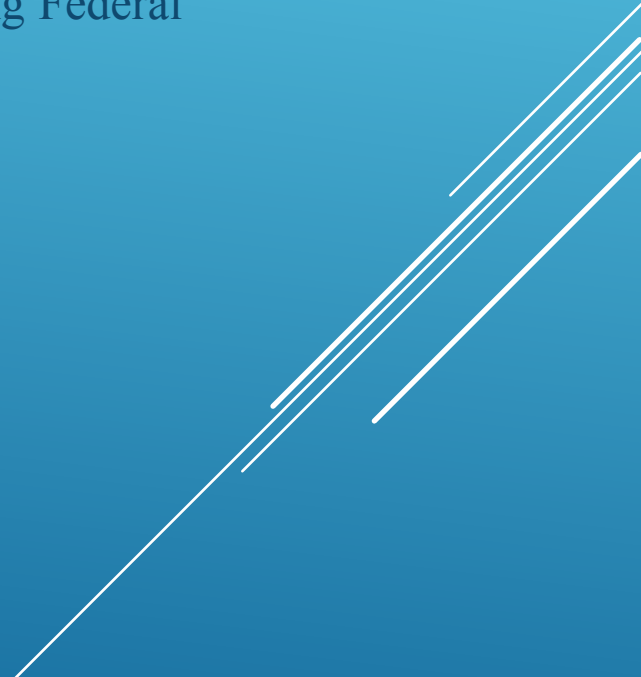
A sub-recipient is any person or entity that receives federal assistance from primary recipient to carry a program or activity.

Examples include contractors and subcontractors.

Financial assistance includes grants, loans, sale or lease of property, technical assistance, tax incentives, donations, training, etc.

DISCRIMINATION DEFINED

The act, action or inaction, verbal or non-verbal, whether intentional or unintended, through which a person is subjected to disparate treatment or impact because of their race, color, national origin, sex, age disability, etc., in any program or activity receiving Federal financial assistance from Macon-Bibb County.



LIMITED ENGLISH PROFICIENCY (LEP)

There is an understanding of the importance of language access to Federal programs and Federally-assisted programs. As a result, recipients and sub recipients must take reasonable steps to ensure that individuals that do not speak, read, write or understand English as a primary language have access to information on federally assisted programs and services. Failure to allow participation may be a Title VI violation.

Currently there are two certified interpreters within Macon-Bibb County for the Spanish language. They are:

Nancy King (478)747-8461 nancy.king124@gmail.com

Joanne Stivers (478)390-4675 srqspanish@hotmail.com

American Sign Language interpreter: Kitty LaFountain (478)922-4059 kittyterpga@yahoo.com

Online interpreter resources:

Various languages: <http://coi.georgiacourts.gov/content/locate-interpreter>

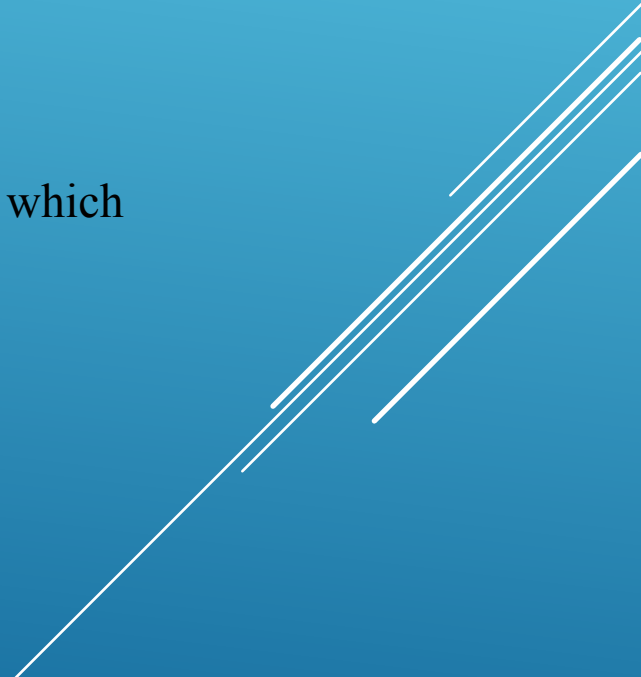
American Sign Language: <http://georgiacourts.gov/content/sign-language-interpreters>

HOW DO WE ENSURE COMPLIANCE WITH TITLE VI?

We must make sure that all recipients receive:

1. Equal treatment
2. Equal access
3. Equal rights
4. Equal opportunities

This should be the case regardless of the recipient's race, color, or national origin which includes any applicable limited English proficiency!



PENALTIES FOR NON-COMPLIANCE WITH TITLE VI

Failure to comply with Title VI may lead to:

Federal funds being withheld from Macon-Bibb County until compliance is achieved,
and/or

Federal funds being cancelled, terminated, or suspended in whole or in part.

Compliance is necessary! Failure to comply will result in a detrimental impact on services provided to Macon-Bibb County citizens.

MACON-BIBB COUNTY'S POLICY ASSURANCES

There is no discrimination in awards and administration of federally assisted contracts, agreements, etc. This covers both goods and services.

We have established policies that allow small businesses, women owned businesses, minority owned businesses and disadvantaged business enterprises to compete on an equal level with other businesses. Programs are in place to help these businesses to remove barriers to participation. In addition, Small Business Affairs provides assistance with the development of these businesses so that they are able to compete in the marketplace.

Small Business Affairs: Dr. James Bumpus (478)803-0550 jbumpus@maconbibb.us

Programs are tailored to comply with applicable laws.

TITLE VI COMPLAINT PROCESS

If you are contacted or informed that someone would like to file a Title VI complaint, please explain the process and provide the relevant forms without hesitation.

1. All complaints must be in writing and signed by complainant! The form is available in Appendix E of the Title VI plan which has been distributed to all department heads. A copy of that plan should also be provided to the Title VI coordinator of your respective department.


If your designated department coordinator has changed, or your designated department coordinator does not have a copy of the plan, please contact the compliance officer immediately so that a copy may be sent to them by email!

2. The complaint form must be completed in its entirety. The information requested is necessary in order to process the complaint. Assistance with completing the form is available upon request! Please have them contact the compliance officer if they are in need of assistance with completing the form.

REPORTING A TITLE VI VIOLATION OR COMPLAINT

Please forward all Title VI violations or complaints to:

Macon-Bibb County Attorney's Office
Attn: Crystal Jones, Compliance Officer
700 Poplar Street, Room 309
P.O. Box 247
Macon, GA 31202-0247
(478)751-7651



INFORMATION REGARDING TITLE VI VIA MACON-BIBB COUNTY WEBSITE

<http://www.maconbibb.us/titlevipublicnotice/>

<http://www.maconbibb.us/county-attorney/>

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