

City of
SACRAMENTO

Department of Public Works

**CITY OF SACRAMENTO
TITLE VI IMPLEMENTATION
PLAN**

July 2023

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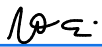
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Non-Discrimination Policy Statement

The City of Sacramento City Public Works Department is committed to ensuring compliance with Title VI of the Civil Rights Act of 1964 and other non-discriminatory authorities, such that no person shall be excluded from participation in or be denied the benefits of any program or activity conducted by the City of Sacramento City Public Works Department on the grounds of race, color, national origin, sex, age, disability, religion, sexual orientation, gender identity, or any other category protected by State or Federal law.

Further, no person shall be subjected to discrimination under any program or activity conducted by the City of Sacramento City Public Works Department, on the grounds of race, color, national origin, sex, age, disability, religion, sexual orientation, gender identity, or any other category protected by State or Federal law.

Title VI compliance is a condition of receipt of federal funds. The Title VI Coordinator is authorized to ensure compliance with this policy, Title VI of the Civil Rights Act of 1964, 42 U.S.C § 2000d and related statutes, and the requirements of 23 Code of Federal Regulation (CFR) pt. 200 and 49 CFR pt. 21.



[Matthew Eierman \(Jul 19, 2023 17:39 PDT\)](#)

Matt Eierman
Director of Public Works
City of Sacramento

Jul 19, 2023

Date



Non-Discriminatory Legislation

Title VI of the Civil Rights Act of 1964 – Provides that 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 (as implemented through 23 CFR 200.9 and 49 CFR 21).

Section 162(a) of the Federal-Aid Highway Act of 1973 (Section 324, Title 23 U.S.C.) – Prohibits discrimination on the basis of sex by recipients and sub-recipients of Federal financial assistance.

Section 504 of the Rehabilitation Act of 1973 – Prohibits discrimination on the basis of disability by recipients and sub-recipients of Federal financial assistance.

The Age Discrimination Act of 1975 (Section 6101-6107, Title 42 U.S.C.) – Prohibits discrimination on the basis of age by recipients and sub-recipients of Federal financial assistance.

The Civil Rights Restoration Act of 1987 (Public Law 200-209) – Clarifies that the original intent of Congress in Title VI of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, the Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973 was to apply the non-discrimination statutes to all programs and activities of Federal-aid recipients, sub-recipients, contractors and vendors, whether all such programs are federally assisted or not.

Executive Order 12898 (issued February 11, 1994) – Addresses Environmental Justice regarding minority and low-income populations and requires agencies to develop strategies to address disproportionately high and adverse human health or environmental effects of their programs on minority and low-income populations; promote nondiscrimination in federal programs substantially affecting human health and the environment; and provide minority and low-income communities access to public information and an opportunity for public participation in matters relating to human health or the environment.

Executive Order 13166 (issued August 16, 2000) – Addresses improved access to services for persons with limited English proficiency. Agencies are directed to evaluate services provided and implement a system that ensures that Limited English Proficiency (LEP) persons are able to meaningfully access the services provided consistent with, and without unduly burdening, the fundamental mission of the local agency. Agencies are directed to ensure that recipients of federal financial assistance provide meaningful access to program, services and information to their LEP applicants and beneficiaries free of charge.

Organization Structure

The City has assigned the following roles and responsibilities to ensure compliance with Title VI:

Title VI Coordinator

- Ensures that City's Title VI program up-to-date with all requirements set forth by the Federal Highway Administration (FHWA), California Department of Transportation (Caltrans), and any other applicable jurisdictions.
- Maintains open line of communication with City Manager, City Council, and other City leadership positions as necessary to facilitate the Title VI Program requirements in a timely manner.
- Directs staff to coordinate and attend trainings, prepare required reports, create and distribute Title VI information for the public, and manage complaints per the Program's direction.
- Ensures that all applicable staff are present for Title VI trainings, and are following Title VI procedures through work with the public, contractors, and consultants.
- Prepares and coordinates Title VI Plan and Annual Report submission.
- Develops Title VI information for dissemination to public.
- Develops and coordinates Title VI training for managers, supervisors and staff with frequent public contact, on a two-year minimum basis.
- Develops procedures for collection and analysis of statistical data of participants in, and beneficiaries of federally funded roadway projects.
- Analyzes data collected to determine effectiveness of outreach methods to avoid group exclusion, and encourage group participation.
- Develops complaint procedures, complaint log, and ensures that all applicable staff are properly trained in the complaint reporting procedures.

Contract Services

- Ensures that Title VI Assurances have been incorporated into all Federal-aid Contracts and Agreements.
- Incorporates required Title VI language into Federal-aid contracts and agreements

Project Managers

- Works directly with contractors, public stakeholders and other relevant parties to ensure that Title VI protections are maintained.
- Attends trainings as to maintain knowledge of current Title VI requirements.
- Reports complaints through complaint procedure listed as part of City's Title VI Implementation Plan.

Complaint Procedure

The City of Sacramento City Public Works Department is committed to ensuring compliance with Title VI of the Civil Rights Act of 1964 and other non-discriminatory authorities, such that no person shall be excluded from participation in or be denied the benefits of any program or activity conducted by the City of Sacramento Public Works Department on the grounds of race, color, national origin, sex, age, disability, religion, sexual orientation, gender identity, or any other category protected by State or Federal law.

Any person that believes they have been discriminated against on the grounds of race, color, national origin, sex, age, disability, religion, sexual orientation, gender identity, or any other category protected by State or Federal law by the Sacramento City's Public Works Department, its contractors, consultants or any other party that acts on behalf of the Public Works Department may file a Title VI complaint by completing and submitting the City's Title VI Complaint Form (Appendix C), which can be found on the [Public Works Website](#).

The Title VI Coordinator processes complaints received no more than 180 days after the alleged incident. The Title VI Coordinator will only process complaints that are complete, which include at a minimum, the following:

- Complainant's contact information: name address, telephone number
- Date of alleged act of discrimination
- Details of the alleged discrimination: names, agency, details about the situation
- The complainant's signature

Once the Title VI complaint is received, the Title VI Coordinator will enter the complaint into the Complaint log and forward the complaint to Caltrans, to be submitted to the FHWA Division Office.

Complaints Processed Under the Federal Highway Administration

Per the FHWA Guidance Memorandum, Processing of Title VI Complaints, dated June 13, 2018, all Title VI complaints received by a sub-recipient (City of Sacramento) are to be forwarded to Caltrans to be submitted to FHWA Division Office. Complaints should be sent

within one business day of receipt via email to Title.VI@dot.ca.gov. If Headquarters Office of Civil Rights (HCR) determines a Title VI complaint against a sub-recipient can be investigated by Caltrans, HCR may delegate the task of investigating the complaint to Caltrans.

Title VI complaints filed with Caltrans in which Caltrans is named as the Respondent will be forwarded to the FHWA Division Office. The Complainant will receive an acknowledgement letter informing them that the complaint has been received and forwarded to the FHWA.

Caltrans OCR Investigation Process

If the Office of Civil Rights (OCR) is delegated the responsibility of performing an investigation, OCR has 90 days to investigate the complaint. If additional time is needed, OCR will call the Complainant and inform them.

If more information is needed to resolve the case, the OCR investigator may contact the Complainant. The Complainant has ten business days from the date of the letter to send the requested information to the investigator assigned to the case.

If the investigator is not contacted by the Complainant or does not receive the additional information within ten business days, OCR can administratively close the case. A case can be administratively closed also if the complainant no longer wishes to pursue their case.

OCR will consult with HCR regarding the disposition of the complaint. Disposition of Title VI complaint will be undertaken by HCR, through either (1) informal resolution or (2) issuance of a Letter of Finding of compliance or noncompliance with Title VI. A copy of the Letter of Finding will be sent to all parties via the Division Office.

A person may also file a complaint directly with the FHWA and/or Caltrans by the following contact information:

Federal Highway Administration U.S. Department of Transportation Office of Civil Rights
1200 New Jersey Avenue, SE
8th Floor E81-104
Washington, DC 20590

California Department of Transportation
Office of Civil Rights
Attention: Title VI Program Branch
1823 14th Street, MS 79
Sacramento, CA 95811
Title.VI@dot.ca.gov

Should a complaint be filed with the Sacramento City Public Works Department and one with a federal or state agency simultaneously, the federal/state complaint will supersede the City's

complaint and the City’s complaint procedures will be suspended pending the federal/state agency’s findings.

Title VI Outreach and Resources

Limited English Proficiency

A Limited English Proficiency (LEP) person is a person that does not speak English as a primary language and has a limited ability to read, write, or comprehend English. Per Executive Order 13166, agencies which receive Federal funding must examine their Federally-funded services and develop and implement processes that will allow LEP persons to meaningfully access said services. Executive Order 13166 also requires that agencies receiving Federal funding must establish guidance for providing meaningful access to LEPs, prepare a plan to overcome language barriers in Federally-funded programs and activities, and ensure that stakeholders have adequate opportunity to provide input.

Table 1 shows the results of the LEP Needs Assessment, using a Four Factor Analysis to identify need and provide access to the LEP community in compliance with Executive Order 13166.

Table 1. LEP Data

Language Spoken	Group Population	Group's Percentage of Population	Portion of Group that Speaks English Very Well	Portion of Group that <i>Does Not</i> speak English Very Well
Spanish	77,821	15.6%	10.4%	5.3%
Other Indo-European languages	27,308	8.4%	3.5%	2.0%
Other Asian and Pacific Island languages	22,050	4.4%	2.1%	2.1%
Chinese (incl. Mandarin, Cantonese)	16,416	3.3%	1.2%	2.1%

Title VI Information Dissemination

In order to ensure that Title VI and related Civil Rights information is readily available to the public, the City will develop a public notice that will be placed in the Public Works Lobby and on the [Public Works Website](#). I speak cards will be available at project community engagement events.

Planning for Public Involvement

The following are basic steps to consider when planning for public involvement.

- Provide the most meaningful public involvement opportunities appropriate to each situation. Consider the issues, locations, potential environmental and human health consequences of the activities, potential for controversy, specific needs of the public and PW, and other circumstances when designing public involvement processes.
- Public comment period prior to initial adoption or revision of public involvement process and open public meetings.
- Timely information about transportation issues and processes to all interested parties involved and affected by transportation plans, programs and projects.
- Reasonable public access to technical and policy information used in development of transportation plans.
- Adequate public notice of public involvement activities and time for public review and comment at key decision points including but not limited to approval of transportation plans.
- Demonstrate consideration and response to public input received during planning and project development processes and revisions.
- Make a concerted effort to involve the public, especially those traditionally under-served by existing or future transportation systems including but not limited to low-income and minority households.
- Periodic review of the public involvement process to ensure standards are met, to evaluate the public involvement process for effectiveness and to ensure full and open access to all.

Ensure opportunity for full participation and provide accommodation for persons with disabilities at meetings by:

- Meeting in a fully accessible facility.
- Providing notice that documents can be made in alternate formats upon request.
- Considering accessible alternatives such as videos with real-time captioning, the use of interpreters or Braille.
- Effectively accommodating hearing impaired persons by providing sign language interpreter or real-time captioning.

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- Considering accessible alternatives such as videos with real-time captioning, the use of interpreters or Braille.
- Effectively accommodating hearing impaired persons by providing sign language interpreter or real-time captioning.

Data Collection and Analysis

Demographic and related data collected and used by City staff comes from governmental sources responsible for collecting and vetting the information for consistency and accuracy. These sources include, but are not limited to, the [U.S. Census Bureau](#) and the [Language Access Gap Analysis, Survey Results, and Policy Recommendations](#) created by the City of Sacramento Office of the City Auditor.

Additionally, staff may also collect project-specific demographic data utilizing data collection as appropriate through the public outreach process on Federally-funded projects. Such outreach that may give Staff the opportunity to collect demographic data may include door hangers, posters, emails, social media releases, press releases to local newspaper, public meetings, virtual meetings, and public comment through websites generated for the project.

Contract Documents and Agreements

The City's Title VI Specialist will ensure that any Federally-funded project documents contain the necessary Title VI Assurances and other language. Such assurances include, but may not be limited to:

- FHWA Form 1273 (Title VI and other non-discriminatory requirements)

- Required on all FHWA contracts and subcontracts valued greater than \$10,000
- Title VI Assurances
 - Title VI Assurance to be attached to Federal-Aid contracts. Reference Appendix D.

Additionally, City staff will include the provisions indicated in the "Administering Agency-State Agreement for Federal-Aid Projects Master Agreement" in the Local Assistance Program Manual (LAPM) in contracts and agreements, where applicable, between the City and contractors.

The City will continue to utilize the "Local Agency Construction Contract Administration Checklist" (Exhibit 15-A of the LAPM), which confirms that DBE and labor/Equal Employment Opportunity (EEO) compliance requirements are performed and documented in the project files. Exhibit 15-A of the LAPM documents that the local agency will meet all the requirements prior to the award of a construction contract.

Lastly, the City will continue to utilize the "Resident Engineer's Construction Contract Administration Checklist" (Exhibit 15-B of the LAPM) on federal-aid projects. The checklist assists in administering federal-aid highway construction projects and provides a record that the EEO/Wage Rate/False Statements posters are being posted at specific locations that employee interviews will be conducted in accordance with the Labor Compliance/EEO interview form, and that DBE requirements are met. City staff will continue to submit Exhibit 15-B, along with the Award Package shortly after award of the construction contract.

Training

The City of Sacramento Department of Public Works will provide Title VI and related statute training to Public Works managers, supervisors, and staff with frequent public contact in the administration of federal-aid programs. These trainings will occur at minimum every two years, and within six months of hiring a new employee. The trainings will be conducted by the Title VI Coordinator, online through presentations, or through trainings hosted by Caltrans. Additionally, links to Caltrans, FHWA, and other applicable agency resources for Title VI and related statutes will be posted on the City's [website](#).

The following items will be covered in trainings:

- Review of Sacramento City's Title VI Implementation Plan and other relevant documents
- Language assistance services and "I Speak Cards" offered for public use
- Using translation applications on smart phones such as Google Translates
- How to handle potential complaints
- Where to seek assistance for Title VI questions and concerns

Annual Work Plan

The City of Sacramento Department of Public Works will annually establish and monitor program goals and accomplishments. The Title VI Coordinator will ensure that employee training is conducted, language translation services continue to be available, public participation is optimal, and appropriate Title VI signage is posted. This also includes updating community statistics and corresponding with state and federal agencies as necessary.

Appendix A

Limited English Proficiency Plan

Background

Executive Order 13166, “Improving Access to Services for Persons with Limited English Proficiency” requires that Federal agencies work to ensure that the recipients of Federal financial assistance provide meaningful access to their Limited English Proficiency (LEP) applicants and beneficiaries.

As such, local agencies are required to ensure that Federally-funded programs and activities normally provided in English are accessible to LEP Persons. Each local agency shall perform an annual assessment to determine if modifications are needed to their programs and activities to ensure meaningful access by LEP persons. The assessment which is referred to as a “Four-Factor” analysis is based on the following factors:

1. The number or proportion of LEP persons eligible to be served or likely to be encountered.
2. The frequency of LEP contacts.
3. The nature and importance of the programs, services, or activities provided by the City of Sacramento.
4. The resources available for LEP persons

Four-Factor Analysis

1. The number or proportion of LEP persons eligible to be served or likely to be encountered.

The City of Sacramento has a population of approximately 497,556 (US Census: American Community Survey 2021 ACS 1- Year Estimate). Of the 497,556 residents, approximately 15.6% of the residents are Spanish speaking, 8.4% are other Indo-European language speaking, 4.4% of the residents are other Asian and Pacific Island languages speaking 3.3% of the residents are Mandarin, Cantonese speaking, 1.42% of the residents are Vietnamese speaking, and 0.6% are Arabic speaking.

2. The frequency of LEP contacts.

No data has been collected regarding frequency of contact with LEP persons at the City.

Public Works staff does not regularly receive requests for translation through Federally funded programs/projects, though the outreach components of said programs/projects do typically have multi-lingual resources. Further, if translation services are needed, staff will provide said translation in a timely manner.

3. The nature and importance of programs, services, or activities provided by the City of Sacramento.

From observation provided by Public Works staff, it is rare that translation services are requested for programs, services, or activities which are Federally-funded.

4. The Resources Available for LEP persons.

Below is an action plan to provide resources for LEP persons.

Action Plan

In order to ensure compliance with Title VI, and Executive Order 13166 the following publications and services will be made available for LEP person use:

- Non-Discrimination Policy Statement
 - o Statement will be posted in the Department Public Works lobby in a highly visible location
- Title VI Complaint Form
 - o Complaint forms shall be available on the [City Website](#)
- I Speak Cards
 - o I Speak Cards will be produced to easily identify translation services needed. Said cards will be placed at community engagement meetings.
- Title VI Webpage on City's Website
 - o All of the City's Title VI resources will be posted on the [City's website](#)
- Future Planning and Projects
 - Public Works will ensure that all future projects and planning documents that are federally-funded utilize outreach methods that are compliant with Title VI and other related non-discriminatory assurances.
 - Additionally, the City will ensure translators are readily available as necessary by using Interactive Voice Response or Google Translates for any LEP Persons that would like to contribute or participate

To ensure continuous compliance, the City will review the Title VI Implementation Plan and Limited English Proficiency Plan regularly, but at a minimum, as new data from the US Census becomes available.



How to Use Interactive Voice Response (IVR)

Step 1: Call 1 (888) 338-7394

Step 2: Enter Account Number **9794**, followed by # sign

Step 3: Select 1 to be connected directly to your Spanish interpreter, *or*
Select 2 for Russian,
Select 3 for Vietnamese,
Select 9 for all other languages

*If you require a 3rd party call, press 9 to reach a Customer Service Representative

Step 4: Enter your Employee ID number, followed by the # sign

Step 5: Enter your Department code, followed by the # sign

What if I do not know my Account number?

You do need this information in order to reach the interpreter directly. If you are unsure of your account number, wait and the system will direct you to a live operator who will look up your account.

What if I do not know my Employee ID number or my Department Code?

Please contact your administrator for this information- you will need to provide these items for invoicing purposes. We cannot connect you without them!

What is IVR?

IVR stands for Interactive Voice Response. CTS LanguageLink's IVR system allows a customer to quickly select the language desired for interpretation and be connected immediately to an interpreter without interaction with a live attendant. The benefit of this is an even faster connect time to your interpreter and better service to your limited English proficient (LEP) client.

What is a third party call?

A third party call is when you need CTS LanguageLink to call the LEP client and then bridge the call together with you and the interpreter.

How do I make a third party call with CTS LanguageLink?

If you need a third party call, press 9 (*even for Spanish*) to reach a Customer Service Representative (CSR) and let the operator know you need a third party call. We are happy to assist you with this at no additional charge. Our *interpreters are not able to make the third party call* directly.

I need another language other than the ones listed. How do I get my interpreter on the line?

Press 9 for other languages and let the CSR know which language you require and they will connect you. If the language is unknown, you may reference the "Point to your Language" visual for help with most requested languages or ask a representative for assistance.

Please contact our Quality Assurance Team if you have any further questions:

Email: qualityassurance@ctslanguagelink.com

Toll Free: 1 (866) 610-1338

Appendix B

Notice to Public

Notice of Title VI Coordinator & Complaint Procedure

The City of Sacramento, under Title VI of the Civil Rights Act of 1964 and related statutes, ensures that no person shall, on the basis of race, color, national origin, age, sex, or disability be excluded from participation in, or be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

Complaints of discrimination should be directed to:

Jesse Gothan Title VI Coordinator
City of Sacramento
Department of Public Works
915 I Street, Room 2000
Sacramento, CA 95814 - 2604
Phone (916) 808-6897

A signed, written complaint should be filed within 180 days of the date of the alleged discrimination. It should describe:

- Your name, address, and telephone number. (Your complaint must be signed. If you are filing on behalf of another person, include your name, address, telephone number, and your relation to that person <e.g., friend, attorney, parent, ect.)
- The name and address of the agency you believed discriminated against you.
- How, why and when you believe you were discriminated against. Include as much background information as possible about the alleged acts of discrimination. Include names of individuals whom you allege discriminated against you, if you know them.
- The names of any person, if known, that the investigating department could contact for additional information to support or clarify your allegations.

Ryan Moore, Director

Department of Public Works

Appendix C

Complaint Form

Appendix C

TITLE VI COMPLAINT FORM

Title VI of the 1964 Civil Rights Act requires that “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.”

If you wish to submit a Title VI complaint to the City of Sacramento Department of Public Works, please complete the information below and submit this form to:

Title VI Coordinator
City of Sacramento Department of Public Works
915 I Street, Room 2000 Sacramento, CA 95814 - 2604
Phone: 916-808-6897
Email: title6@cityofsacramento.org

Name:

Address:

City:

State:

Zip Code:

Cell:

Home:

Name, title, and description of person(s) who allegedly discriminated against you:

Check the box(es) for the type(s) of discrimination that was experienced:

<input type="checkbox"/>	Race	<input type="checkbox"/>	Sex	<input type="checkbox"/>	Religion
<input type="checkbox"/>	Color	<input type="checkbox"/>	Age	<input type="checkbox"/>	Sexual Orientation
<input type="checkbox"/>	National Origin	<input type="checkbox"/>	Disability	<input type="checkbox"/>	Gender Identity
<input type="checkbox"/>	Other (Please Describe):				

Date(s) that alleged event(s) took place:

Location(s) where the alleged event(s) took place:

Is the alleged discrimination still ongoing?:

In your own words, please describe the alleged discrimination, explain what happened, and who you believe is responsible:

Please list any person(s) we may contact for additional information to provide further information for your complaint:

Have you filed this complaint with any other federal agency, state agency, federal court, or state court?:

If yes, please check all that apply:

Federal Agency
State Agency

Federal Court
State Court

Please provide the name, phone number, and email of the contact persons at the agency/court where the complaint was filed, below:

Please sign and date this form on the lines provided below. If any additional space is needed to provide information about this complaint, please attach the additional information to this form.

Signature:

Date:

Appendix D

Title VI Assurances

Appendix E of the Title VI Assurances

(US DOT Order 1050.2A)

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees to comply with the following nondiscrimination statutes and authorities; including but not limited to:

Pertinent Nondiscrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 U.S.C. § 4 71, Section 4 7123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, subrecipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;

- The Federal Aviation Administration's Nondiscrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).