



# CONNECTICUT DEPARTMENT OF TRANSPORTATION

# POLICY STATEMENT

POLICY NO. EX.O.-27  
March 17, 2016

SUBJECT: Title VI

The Connecticut Department of Transportation (Department) will effectuate the provisions of Title VI of the Civil Rights Act of 1964, as amended (42 USC Section 2000d), 49 CFR Part 21, and 23 CFR Part 200, FTA Circular 4702.1.B, 49 CFR Part 303 and other nondiscrimination directives. The Department prohibits discrimination on the basis of race, color, or national origin and will ensure that no person is excluded from participation in, denied the benefits of, or is otherwise subjected to discrimination under any program or activity receiving Federal financial assistance from the United States Department of Transportation. The Airport and Airway Improvement Act of 1982 (49 U.S.C. § 47123) added "sex" and "creed" as protected status in all Federal Aviation Administration activities. The Department has signed Title VI Assurances with each of its federal funding agencies, and further assures that every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs and activities are federally funded or not. The Department has developed a Title VI discrimination complaint process that is compliant with the Title VI requirements.

Special emphasis areas include the following programs:

Construction/Maintenance  
Design  
Planning and Research  
Contract/Agreement Processing, Prequalification, and Award  
Rights of Way  
Environmental Planning  
Education and Training  
Transit and Ridesharing  
Rails

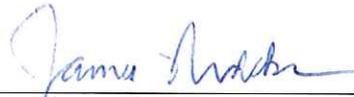
The Commissioner, as Chief Executive Officer of the Department, has the overall responsibility for carrying out the Department's commitment to the Title VI Program. The Title VI Program is a Department wide initiative, and all managers, supervisors, and employees share the responsibility of ensuring compliance.

The Title VI Program implementation responsibilities have been delegated to the Department's Bureau Chiefs. The Bureau Chiefs will designate Title VI Liaisons who will be responsible for the day-to-day collection, analysis, and reporting of Title VI related data. The Title VI Liaisons will conduct compliance and program reviews to ensure that the Department is adhering to the procedures outlined in the Department's Title VI Implementation Plan.

The Office of Contract Compliance is responsible for the Department's Title VI Program activities, including coordinating procedures, overseeing implementation, and monitoring and reporting progress. Ms. Debra Goss, Equal Employment Opportunity Manager, has been designated as the Department's Title VI Coordinator, and can be reached at (860) 594-2169. The Office of Contract Compliance is located at 2800 Berlin Turnpike, Newington, CT 06131-4113.

As Commissioner of this Department, I am personally committed to the effective implementation of the Department's Title VI Program. The Title VI Coordinator has my full support, and it is expected that all agency personnel will fully cooperate with the Title VI Coordinator in the implementation of the Department's Title VI Plan.

(This Policy Statement supersedes Policy Statement No. EX.O.-27 dated December 18, 2014).



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James Redeker  
Commissioner

## AUTHORITIES

- Title VI of the Civil Rights Act of 1964, as amended (42 USC 2000d to 2000d-4);
- Federal Transit Laws, as amended (FTA C 4702.1B) – This Circular delineates the Federal Transit Administration’s (FTA) Title VI requirements;
- Title VIII of the Civil Rights Act of 1968, as amended (42 USC 3601-3619) – This Act is known as the *Fair Housing Act* and Title VIII of this Act prohibits discrimination with respect to the sale or renting of housing;
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, as amended (42 USC 4601-4655) – This Act is known as the Uniform Act and provides for the uniform and equitable treatment of persons displaced from their homes, businesses, or farms by Federal and federally assisted programs and establishes uniform and equitable land acquisition policies for Federal and federally assisted programs;
- Section 504 of the Rehabilitation Act of 1973, as amended (29 USC 794) – *No otherwise qualified individual with a disability in the United States shall, solely by reason of his or her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance* (cite taken from 49 CFR 27.1);
- 23 USC 109(h) – Requires the promulgation of guidelines intended to ensure that *possible adverse economic, social, and environmental effects relating to any proposed project on any Federal-aid system have been fully considered in developing such project, and that the final decision on the project are made in the best overall public interest....*;
- 23 USC 324 – Prohibits discrimination on the basis of sex;
- 23 CFR 200 – This part delineates the Federal Highway Administration’s (FHWA) Title VI regulation;
- 23 CFR 450 & 49 CFR 613 – “Planning Assistance and Standards” (October 28, 1993, unless otherwise noted);
- 23 CFR 771 – Joint FTA/FHWA regulation: “Environmental Impact and Related Procedures” (August 28, 1987);
- 28 CFR 42, Subpart F (Department of Justice regulation) – “Coordination of Enforcement of Nondiscrimination in Federally-Assisted Programs” (December 1, 1976, unless otherwise noted);
- 49 CFR 21 – “Nondiscrimination in Federally-Assisted Programs of the Department of Transportation—Effectuation of Title VI of the Civil Rights Act of 1964, as amended” (June 18, 1970, unless otherwise noted);
- DOT Order 5610.2 – “U.S. DOT Order on Environmental Justice to Address Environmental Justice in Minority Populations and Low-Income Populations” (EJ) (April 15, 1997);
- DOT Policy Guidance Concerning Recipients’ Responsibilities to Limited English Proficient Persons (LEP) (December 14, 2005).
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);
- 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, sub-recipients 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, 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;
- 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.*).