

TITLE VI OF THE CIVIL RIGHTS ACT OF 1964 ANNUAL TRAINING

Department of Disability and Aging
July 2025



Objectives & Purpose

To ensure awareness of the provisions of Title VI of the Civil Rights Act of 1964 and the requirements for compliance with its rules, laws, and regulations by providing:

- Overview of The Civil Rights Act of 1964
- Identification of the Protected Classes under Title VI
- Obligations and Responsibilities for Compliance with Title VI
- How to report a Title VI Complaint



Title VI Overview

- Title VI, 42 U.S.C. § 2000d et seq., was enacted as part of the Civil Rights Act of 1964. It prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal financial assistance.
- “No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefit of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.” - 42 U.S.C.A. § 2000d



Discrimination

- “Discrimination” is differential treatment that favors one individual, group, or objective over another. It can be intentional or unintentional.
- Certain groups or classes are protected under the law from discrimination by an institution or entity.
- It is illegal to discriminate against a protected group by denying provided services or providing a service in a less favorable manner to an individual based on race, color, national origin.



Tennessee Law

- On May 31, 1993, the State of Tennessee became the first state to pass legislation enforcing Title VI compliance in all of its departments, programs, and agencies.
- Tennessee Code Annotated § 4-3-1706 provides under Tennessee law that:
 - “It is a discriminatory practice for a state agency receiving federal funds making it subject to Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq.), or for any person receiving such federal funds from a state agency, to exclude a person from participation in, deny benefits to a person, or to subject a person to discrimination under any program or activity receiving such funds, on the basis of race, color, or national origin.” [Public Chapter No. 471(2025)].



For Title VI to Apply

- The program or agency must be located within the United States.
- The program or agency must be providing a service.
- The program or agency must be receiving direct (recipient) or indirect (sub-recipient) federal funding or assistance.



Programs or Activities Covered by Title VI

- Discrimination is prohibited throughout an entire agency or institution if any part of that agency or institution receives Federal financial assistance, not just actions involving the federally assisted program. Stated another way- the entire agency is required to comply with Title VI, not just that particular program.
- State and local agencies or corporations which receive federal financial assistance are subject to the restrictions of Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987.



Title VI Prohibited Practices on the basis of race, color or national origin:

- Denial of any service recipient, any services, opportunities, or other benefits for which that individual is otherwise qualified;
- The provision of any service, or other benefit, which is different or is provided in a different manner to an individual from that which is provided to others in a program;
- The subjection of any service recipient to segregated or separate treatment in any manner related to the receipt of services;
- Adopting methods of administration which would limit participation by any group of recipients or subject them to discrimination; and
- Addressing a service recipient in a manner that denotes inferiority due to the race, color, or national origin of the service recipient.



Key to Title VI Compliance

The Key to Title VI Compliance is to ensure that all individuals receiving services be given:

- Equal treatment
- Equal access
- Equal rights
- Equal opportunities without regard to the race, color, and national origin of the individual.



Title VI Complaints

- If you see someone being denied access to a program or service or being discriminated against in the provision of programs and services because of their race, color, or national origin ... either:
 - Contact the Title VI Coordinator or the Title VI Representative for the agency providing that program or service;
 - and/or Contact the Title VI Coordinator at DDA at DDA.ocr@tn.gov or (800) 535-9725;
 - and/or Contact the civil rights enforcement division of the Tennessee Office of the Attorney General;
 - and/or Contact the US Department of Health and Human Services (OCRMail@hhs.gov).



Limited English Proficiency (LEP)

- “Limited English Proficiency” (LEP) is the inability to speak, read, write or understand the English language at a level that permits a service recipient to interact effectively with staff in accessing public services and benefits.
- It is illegal to discriminate against an individual for having limited English proficiency (LEP).
- Agencies and recipients must take reasonable steps to provide meaningful access to programs and services to LEP individuals.



What Do I Do If.....? (*cont'd*)

I have a question or a concern about Title VI or ADA...

→ Contact the Title VI Coordinator/Representative for the agency providing the program or service;

→ and/or contact the Title VI Coordinator at DDA at DDA.ocr@tn.gov or (800) 535-9725.



What Do I Do If.....?

If someone tells me they want to file a Title VI complaint...

→ Contact the Title VI Coordinator/Representative for the agency providing that program/service;

→ and/or the Title VI Coordinator at DDA at DDA.ocr@tn.gov or (800) 535-9725;

→ and/or contact the civil rights enforcement division of the Tennessee Office of the Attorney General;

→ and/or contact the US Department of Health and Human Services (OCRMail@hhs.gov).

