

INTRODUCTION

The Minnesota Department of Transportation (“MnDOT”) is a recipient of federal financial assistance. All recipients are required to comply with nondiscrimination laws and regulations, including Title VI of the Civil Rights Act of 1964 which forbids discrimination against anyone in the United States because of race, color or national origin by any agency receiving federal funds. The Federal Highway Administration (“FHWA”) requires recipients of federal-aid funds to prepare an implementation plan to clarify roles, responsibilities and procedures established to ensure compliance with Title VI of the Civil Rights Act of 1964.

POLICY STATEMENT

Title VI of the Civil Rights Act of 1964 provides that no person shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination on the grounds of race, color, or national origin under any program or activity receiving Federal financial assistance.

Nondiscrimination laws are also found in other statutes, regulations, and Executive Orders. The Federal-Aid Highway Act of 1973 prohibits discrimination based on sex. Disability was added as a protected class through Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990. Age was subsequently added in 1975 under the Age Discrimination Act. In addition, Executive Order 12898 (Environmental Justice) prohibits discrimination based on income status. In 2000, Executive Order 13166 – Limited English Proficiency (LEP), was also signed into effect requiring federal agencies to assess and address the needs of otherwise eligible limited English proficient persons seeking access to the programs and activities of recipients of federal financial assistance.

The Civil Rights Restoration Act of 1987 defined “program” to make clear that discrimination is prohibited throughout an entire agency if any part of the agency receives federal financial assistance. Thus, corporations, partnerships, or other private organizations or sole proprietorships are covered in their entirety if such entity receives Federal financial assistance (FHWA Notice N 4720.6, September 2, 1992).

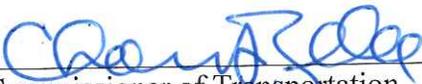
MnDOT is committed to ensuring that no person in the State of Minnesota, on the basis of race, color, national origin, sex, age, disability, or income status, is excluded from participation in, denied benefits of, or otherwise is subjected to discrimination under any and all programs, services, or activities administered by the department, its recipients, Subrecipients, and contractors. Additionally, MnDOT is committed to ensuring that its programs incorporate access for people with Limited English Proficiency.

MnDOT, as a recipient of Federal financial assistance, will ensure full compliance with Title VI of the Civil Rights Act of 1964; 49 CFR Part 21 (Department of Transportation Regulations for the Implementation of Title VI of the Civil Rights Act of 1964); and related statutes and regulations.

Title VI responsibilities are delegated to the Title VI Specialist in the Office of Civil Rights. The MnDOT Division Directors and District Engineers and are charged with the responsibilities to develop and implement procedures and guidelines to adequately monitor and administer MnDOT programs in compliance with Title VI.

MnDOT recognizes the need for and provides Title VI training for MnDOT personnel. MnDOT further recognizes the impetus to adequately staff Title VI programs.

Any person who believes that he or she has, individually, or as a member of any specific class of persons, been subjected to discrimination on the basis of race, color, national origin, sex, age, or disability may file a confidential Title VI complaint with MnDOT. Complaints related to this policy should be directed to Kim Collins, Director of the Office of Civil Rights, 395 John Ireland Blvd., MS 170, St. Paul, MN 55155.



Commissioner of Transportation
State of Minnesota (MnDOT)

7-16-15
Date

Any questions related to this policy should be directed to Kim Collins, Director of the Office of Civil Rights, 395 John Ireland Blvd., MS 170, St. Paul, MN 55155, 651-366-3150 or kim.collins@state.mn.us