

## Who may file a Title VI complaint?

A complaint may be filed by any individual who alleges he or she has been subjected to discrimination or adverse impact under any MoDOT program or activity based on race, religion, color, national origin, sex, age, disability, income status or retaliation.

## Am I protected from retaliation for filing a complaint?

Yes. Recipients of federal funds are prohibited from retaliating against any person because he or she opposed an unlawful policy or practice, made charges, testified, or participated in any complaint action under Title VI. If you believe you have been retaliated against, immediately contact the MoDOT External Civil Right Division.

## What will MoDOT do with my complaint?

Upon receipt, MoDOT's External Civil Rights Division staff will determine which agency has jurisdiction to handle the complaint. If MoDOT does not have jurisdiction to handle the complaint, it will be forwarded to the appropriate agency.

## How to file a Complaint

**You may file a signed, written complaint 180 days of the date of the alleged discrimination.**

### The complaint should include:

- Your name, address and contact number. If you are filing on behalf of someone else, also include their name, address, contact number and your relation to that person.
- The name and address of the agency, institution or department you believe discriminated against you.
- How, why and when you believe you were discriminated against. Include as much specific, detailed information as possible about the alleged acts of discrimination, and any other relevant information.
- The names of any persons, if known, who MoDOT can contact to clarify your allegations.

**Your complaint must be signed and dated.**

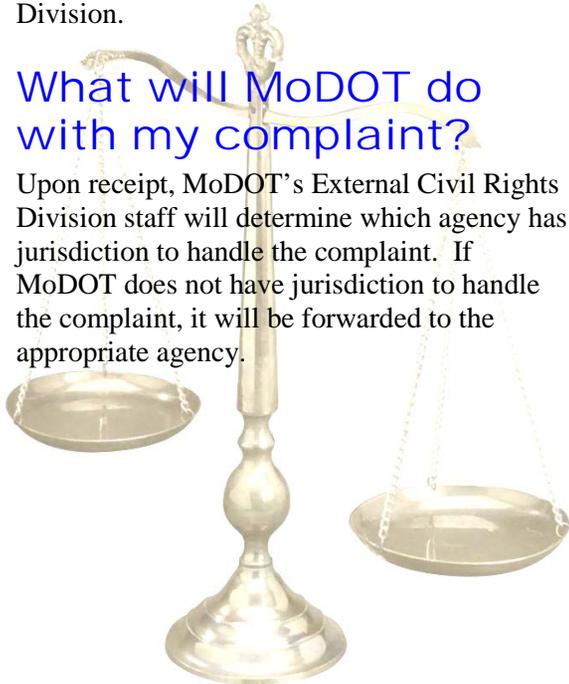
Please direct your inquiries and complaints to:

MoDOT External Civil Rights Division  
Attn: Title VI Program Coordinator  
1617 Missouri Blvd  
P.O. Box 270  
Jefferson City, MO 65102  
(573) 526-2978  
<http://www.modot.org/titlevi/>

# Your Rights Under Title VI Civil Rights Act of 1964



External Civil Rights  
Division



## What is Title VI?

Title VI of the Civil Rights Act of 1964 states that no person in the United States shall on the basis of race, color, or national origin, be excluded from participation in, be denied the benefit of, or otherwise be subjected to discrimination in any program, service, or activity receiving federal financial assistance.

## MoDOT's commitment

It is the intent of MoDOT to comply with the requirements of Title VI of the Civil Rights Act of 1964 and all related nondiscrimination statutes, regulations, and laws.

MoDOT is committed to ensure that no person shall on the grounds of race, color, sex, national origin, age, disability, or familial status, be excluded from participation in or be denied the benefits of, any program or activity receiving federal financial assistance. MoDOT further assures that every effort will be made to prevent or correct discrimination through the impacts of its programs, policies, and activities on any person, including:

- Minority,
- Low-income,
- Elderly,
- Disabled, and
- All interested parties

MoDOT's efforts to prevent discrimination will address, but not be limited to, a program's impact upon access, benefits, participation, treatment, services, contracting opportunities, investigation of complaints, allocation of funds, prioritization of projects and the functions of planning, project development, design, right-of-way acquisition, construction and research.



## Programs covered

Federally assisted programs include any transportation project, program or activity for the provision of services and/or other benefits. Such programs include the following whether provided directly by MoDOT or indirectly through contracts or other arrangements with other agents.

- Education
- Training
- Work opportunities
- Health
- Welfare
- Rehabilitation
- Housing or other services

***“Simple justice requires that public funds, to which all taxpayers of all races contribute, not be spent in any fashion which encourages, entrenches, subsidizes or results in racial discrimination.”***

President John F. Kennedy, in his message calling for the enactment of Title VI, 1963

## Prohibited Discrimination under Title VI

Discrimination is an action or inaction, intentional or unintentional, through which a person or group, solely because of race, religion, color, national origin, sex, age, disability, income status, or retaliation has been otherwise subjected to unequal treatment or impact under any MoDOT program or activity.

Discrimination limits the opportunity for individuals and groups to gain equal access to services and programs. In administering federally assisted programs and activities, MoDOT cannot discriminate either directly or indirectly by:

- Denying program services, financial aids, or other benefits;
- Providing different program services, financial aids or other benefits, or providing them in a manner different from that provided to others;
- Segregating or treating individuals or groups differently in any matter related to the receipt of any service, financial aid or benefit;
- Restricting in any way the enjoyment of any advantage or privilege enjoyed by others receiving any program service, financial aid or benefits;
- Denying person(s) the opportunity to participate as a member of a planning, advisory or similar body.