

Title VI Training

What is Title VI?

Title VI started with the Civil Rights Act of 1964: “No person in the United States shall, on the basis of race, color, or national origin, be excluded from participation in, or be denied benefits of, or be subjected to discrimination under any program or activity, receiving Federal financial assistance.”

Civil Rights Protection has expanded since then and includes these classes as protected from discrimination under Federal Law:

- Race – Civil Rights Act of 1964
- Color – Civil Rights Act of 1964
- Religion – Civil Rights Act of 1964
- National origin – Civil Rights Act of 1964
- Age (40 and over) – Age Discrimination in Employment Act of 1967
- Sex – Equal Pay Act of 1963 and Civil Rights Act of 1964
- Pregnancy – Pregnancy Discrimination Act
- Citizenship – Immigration Reform and Control Act
- Familial status – Civil Rights Act of 1968 Title VIII(8): Housing cannot discriminate for having children, with an exception for senior housing
- Disability status – Vocational Rehabilitation and Other Rehabilitation Services of 1973 and Americans with Disabilities Act of 1990
- Veteran status – Vietnam Era Veterans' Readjustment Assistance Act of 1974 and Uniformed Services Employment and Reemployment Rights Act
- Genetic information – Genetic Information Nondiscrimination Act

Title VI Prohibited Practices

- Denial of any service recipient, any services opportunities, or other benefits for which that individual is otherwise qualified.
- Provide any service recipient with any service or other benefit, which is different or is provided in a different manner from that which is provided to others in a program.
- Subject any service recipient to segregated or separate treatment in any manner related to his receipt of service.
- Denial of any service recipient, any services opportunities, or other benefits for which that individual is otherwise qualified.
- Provide any service recipient with any service, or other benefit, which is different or is provided in a different manner from that which is provided to others in a program.
- Subject any service recipient to segregated or separate treatment in any manner related to his receipt of service.
- Restrict a service recipient in any way in the employment of services, facilities, or any other advantage, privilege or other benefit provided to others under the program.
- Adopt methods of administration which would limit participation by any group of recipients or subject them to discrimination.
- Address a service recipient in a manner that denotes inferiority because of race, color, or national origin.

Limited English Proficiency (LEP)

LEP is defined as 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.

Executive Order 13166, requires all agencies that receive federal funding to provide services that are accessible to persons with limited English proficiency. Not providing services that are accessible constitutes discrimination based on national origin.

LEP assistance services available for Unicoi County Prevention Coalition are: Google Translation ([translategoogle.com](https://translate.google.com)), telephone interpreter lines, and community volunteers.

Compliance is Enforced by:

Agency Activities:

- Title VI coordinator for UC Prevention Coalition
- Compliance Review
- Agency Activities such as Title VI trainings, education, and technical assistance
- Complaint procedures and policies for UC Prevention Coalition

Complaint procedures:

Receiving and officiating any Title VI complaints alleged against the Unicoi County Prevention Coalition can be made in writing by downloading the complaint form at [Title VI English Complaint Form pdf \(1\).pdf \(tn.gov\)](#) or you may request a printed copy of the complaint form from the Title VI Coordinator.)

- Every effort will be made to obtain early resolution of complaints at the lowest level possible.
- The Title VI Coordinator will make every effort to pursue a resolution of the complaint.
- An initial hearing with the complainant and the respondent will request information regarding specifically requested relief and settlement opportunities.
- Investigation focuses on facts to determine possible non-compliance with applicable regulations
- Findings of the Title VI Coordinator will be reported to the Board of Directors.
- Acceptance of findings by the Board of Directors will be reported to the complainant within 45 days. The complainant will be informed of right to an appeal before the Board of Directors.
- All findings will be reported in the Title VI annual survey, to the Office of Consumer Affairs (1-800-560-5767) and Donathan Knowles at (615) 770-0460 or Gwen Hamer at (615)532-6510.
- Copies of all complaints will be retained for three years

This certifies that I have completed Title VI training.

Signature

Date:

Print Name

Signature of Title VI Coordinator