

Title VI Airport Non-Discrimination Compliance



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Federal Aviation
Administration

Achieving Safety Through Diversity



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Jacksonville
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Title VI Airport Non-Discrimination Compliance

What is Title VI?



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Title VI of the Civil Rights Act of 1964 prohibits discrimination on the grounds of **Race**, **Color**, or **National Origin** under any program or activity receiving Federal financial assistance.



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Title 49 of the U.S.C. section 47123 expanded the definition of “Non-discrimination” under Title VI to also include: **Sex** (based on gender); and **Creed** (based on religion).



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What does Title VI Mean to JAA?



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By accepting Federal grants, Title VI requires JAA to:

- ✈ *Ensure against Discrimination in Grant Activities*
- ✈ *Ensure against Discrimination in Employment Practices*
- ✈ *Ensure Title VI Language and Compliance in / with ALL Contracts*
- ✈ *Conspicuously Display Non-Discrimination Posters throughout Airport*
- ✈ *Notify the Flying Public of their Rights and Complaint Procedures*
- ✈ *Address Limited English Proficiency and Environmental Justice Issues*



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What is Limited English Proficiency (LEP)?

Executive Order 13166, signed on August 11, 2000



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Limited English Proficiency (LEP) relates to those who:

- ✈ *Do not Speak English as their Primary Language*
- ✈ *Have a Limited Ability to Read, Write, Speak, or Understand English*
- ✈ *May be Entitled to Language Assistance for Certain Services and Benefits*



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JAA's Limited English Proficiency Responsibilities:

- ✈ *Ensure Information and Services are Accessible to LEP Individuals*
- ✈ *Provide Guidance, Interpretation and Outreach services for LEP Individuals*
- ✈ *Determine the Frequency of LEP Individuals' Interaction with JAA*



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What is Environmental Justice?

Executive DOT Order 12898, signed on February 11, 1994



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Environmental Justice is Designed to Ensure against:

- ✈ *Airport Noise, Construction or Other Adverse Environmental Effects*
- ✈ *Disproportionate Impact on Minority and Low-Income Populations*



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JAA's Environmental Justice (EJ) Responsibilities:

- ✈ *Consider Noise, Construction, or Other EJ Impacts to Surrounding Populations*
- ✈ *Identify and Address Disproportionate Adverse Socio-Economic Effects of JAA's Programs, Policies and Activities on Minority and Low-Income Populations*



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To the Same Extent

Title VI Applies to JAA,
Title VI Applies to JAA's
Vendors and Tenants



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What is a Title VI Coordinator?



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Title VI Coordinator's Responsibilities Generally Include:

- ✈ *Coordination, Notification and Investigation of Title VI Complaints*
- ✈ *Respond to FAA Requests for Data and Records*
- ✈ *Conduct an Annual Review of JAA's Title VI Plan*
- ✈ *Assist in Establishing / Maintaining Processes that Ensure Diversity throughout JAA*
- ✈ *Data Collection and Record Maintenance*
- ✈ *Disseminate Title VI Information and Data*



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Title VI Coordinator's Responsibilities Generally Include:

- ✈ *LEP and EJ Oversight, Communication, Education and Complaint Coordination*
- ✈ *Provide Regular Employee and Tenant Training on Title VI and Related Sensitivities*
- ✈ *Notify Tenants of Title VI Discrimination Complaints*
- ✈ *Ensure Tenants Provide Regular Customer Service Training to their Employees*
- ✈ *Maintain copies of 49 CFR Part 21 for Public Access / Inspection during normal work hours*



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