Public Works

Public Works Division City of Memphis



Your Guide

Title VI

Civil Rights Act of 1964

Dr. W.W. Herenton *Mayor*

City of Memphis

Jerry Collins

Director

Public Works Division

LaVern Partee

Title VI Coordinator 125 North Main Street Memphis, Tennessee 38103-2029 Ph.901-576-7126 Fax901-576-7116 The Public Works Division assures "Nondiscrimination in Federally Assisted Programs".

Prohibited practices include but are not limited to:

Denying a person service, financial aid, or other **benefits** because of race, color or national origin.

Providing a different **service** or benefit, or providing these in a different manner from those provided to others by the Division

Requiring different standards or conditions as **prerequisites** for serving individuals.

Locating facilities in any way that would limit or **impede access** to a federally funded service or benefit.

Failing to **make allowances** for language or educational **difficulties**.

Any person(s) or organization(s) believing they have been a victim of discrimination based on race, color, or national origin may file a complaint with the Public Works Title VI Coordinator.

Title VI Civil Rights Act of 1964 "No Person in the United States of America shall, on the ground of race, color or national origin be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

How can I file a discrimination complaint?

You may file a signed, written complaint within 30 days to the alleged discrimination. The complaint should include:

- Your name, address, and telephone number.
- 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 Public Works(Title VI) Division could contact for clarity of your allegations.
- You must sign your complaint.

Please submit complaint to the address listed below and to the attention of LaVern Partee

Title VI Coordinator
Public Works Division
City of Memphis
125 North Main Street Suite 606
Memphis, Tennessee 38103-2029
Tel. (901) 576-7126
Fax (901) 576-7116
LaVern.Partee@CityofMemphis.org

Resources: U.S. Dept. of Justice Civil Rights Handbook Tennessee Department of Transportation Title VI Plan

What is covered by Title VI?

Title VI addresses areas of services such as:

- Transportation
- Construction
- The distribution of benefits and services
- Tax benefits enjoyed by private agencies, fraternal and non-profit organizations (i.e. 501© 3), as well as educational institutions
- Locations of facilities
- Law enforcement and environmental issues
- Program effects on people in applicable communities
- Healthcare (i.e. Medicare, Medicaid, Tenncare), social services, and public welfare
- Natural resources and the environment
- Employment and job training
- Housing and community development
- Agriculture and nutrition

This is not an exhaustive list.

What discrimination is prohibited by Title VI?

There are many forms of illegal discrimination based on race, color or national origin that can limit the opportunity of monitories to gain equal access to services and programs. Among other things, in operating a federally assisted program a recipient cannot, on the basis of race, color, or National origin, either directly or through contractual means:

- Deny program services, aids, or benefits;
- Provide a different service, aid, or benefit, or provide them in a manner different than they are provided to others; or
- Segregate or separately treat individuals in any manner related to the receipt of any service, aid, or benefit.

A message from the Title VI Coordinator Jerry Collins, Director Public Works Division City of Memphis

The Public Works Division of the City of Memphis' primary goal is to ensure all management staff, contractees, and service Beneficiaries are aware of the provisions of Title VI and the responsibilities associated with Title VI of the Civil Rights Act of 1964.

We are readily available to provide you with high quality technical assistance, resources, guidance, and any other information in regards to Title VI. Please do not hesitate, to call our office for further assistance.

What is Title VI of the 1964 Civil Rights Act?

It is the policy of the Public Works Division of the City of Memphis to ensure 42 U. S. C. 2000d "No person in the United States shall, on the grounds of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under a program or activity receiving federal financial assistance from the U. S Department of Transportation, via the Tennessee Department of Transportation.

It covers all forms of federal aid except those federally funded contracts of insurance and guaranty. It does not cover employment, except where employment practices result in discrimination against program beneficiaries or where the purpose of federal assistance is to provide employment. Nor does it apply to discrimination based on age, sex, geographical locale or wealth.