



2016
TITLE VI

ONLINE ANNUAL TRAINING

TITLE VI

of the

Civil Rights Act of 1964

states that...



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 any program or activity receiving federal financial assistance.



FEDERAL FINANCIAL ASSISTANCE

includes grants, training, use of equipment, donations of surplus property, and other assistance.

Title VI applies to the federally assisted program or department.

However, since Rutherford County receives federal financial assistance into the General Fund, all fund departments are required to comply with Title VI, not just the department receiving funds.



PREJUDICE & DISCRIMINATION

PREJUDICE is

an opinion or adverse judgment to anything without just grounds or before having sufficient knowledge.

PREJUDICE is

an irrational attitude of hostility directed against an individual, a group, a race, or their supposed characteristics.

PREJUDICE

can be for **OR** against an individual, group, or object.

Any individual or group can hold prejudice(s) toward another individual, group, or object.

differential treatment that favors one individual, group, or objective over another.

often the result of actions based on prejudicial attitudes.

It is illegal to discriminate based on race, color, national origin, religion, age, sex, pregnancy, disability, citizenship, familial status, veteran status, or genetic information.



Discrimination
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Discrimination

Title VI

Prohibits discriminatory activity in a facility built in whole or part with federal funds.

Encourages the participation of minorities as members of planning or advisory bodies for programs receiving federal funds.

Requires information and services to be provided in languages other than English when significant numbers of beneficiaries are of limited English speaking ability.

The Tennessee Department of Health also requires that its services be offered to **all** eligible persons.

Prohibited Practices

Denying

any services, opportunities, or other benefits because of race, color, or national origin.

Subjecting

any service recipient to segregated or separate treatment in any manner related to his receipt of service

Segregating

clients solely because of race, color, or national origin.

Restricting

eligible recipients a service, facility, or any other advantage, privilege, or other benefit provided to others under the program

Impairing

human dignity by manner of address or treatment that denotes inferiority because of race, color, or national origin.

Adopting

methods of administration which would limit participation by any group of recipients or subject them to discrimination

ENVIRONMENTAL
JUSTICE



“Each agency shall make achieving environmental justice part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority and low-income populations.”

In other words, Rutherford County should consider the impact of its policies, programs, new construction, etc on minority or low-income populations.



LEP

Limited English
Proficiency

LIMITED ENGLISH PROFICIENCY

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.

Not providing services that are accessible constitutes discrimination based on national origin.

Limited English Proficiency

Executive Order

13166



“Improving Access to Services for Persons with Limited English Proficiency”

The Executive order, signed August 11, 2000, requires Federal agencies to examine the services they provide, identify any need for services to those with limited English proficiency (LEP), and develop and implement a system to provide those services so LEP persons can have meaningful access to them.

It is expected that agency plans will provide for such meaningful access consistent with, and without unduly burdening, the fundamental mission of the agency.

The Executive Order also requires that the Federal agencies work to ensure that recipients of Federal financial assistance provide meaningful access to their LEP applicants and beneficiaries.

Limited English Proficiency

Executive Order
13166

is carried out via:

- * *Utilizing Interpreters*
- * *Posting Signs in Spanish*
- * *Utilizing Language Line*



Courtesy Titles (**Mr., Mrs., Ms., or Miss**) are to be used by staff to address clients/citizens without regard to race, color, or national origin.

If you have a Title VI complaint or should receive one from a Rutherford County Citizen please...

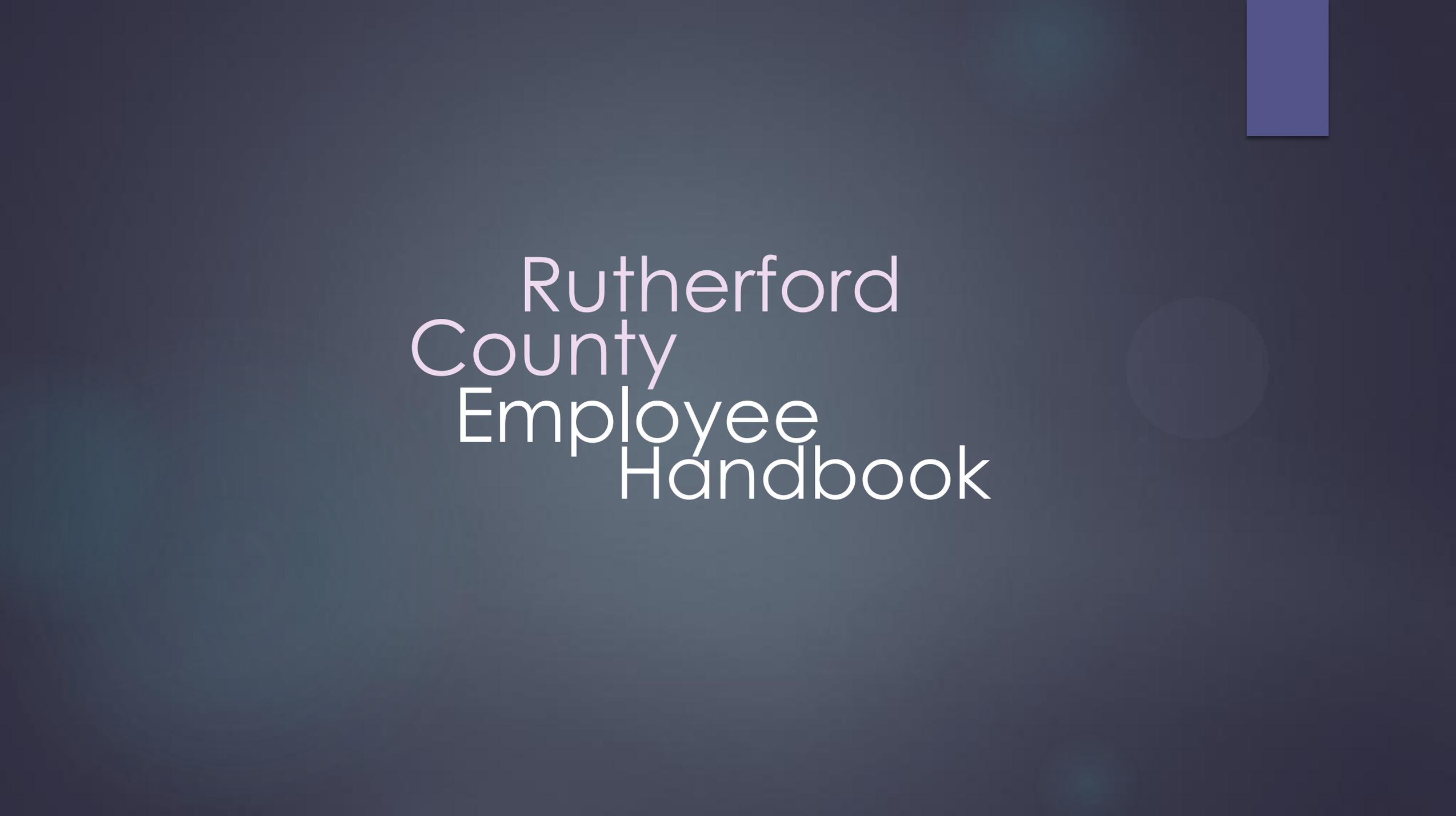
Complete a complaint Form

1. Go to Rutherfordcountyttn.gov
2. Click "Employees Only" the lock icon at the bottom of the page
3. Click "Documents"
4. Click the "Employees" folder
5. Click "EEOC Complaint" form

Once complete,

Deliver form to Human Resources Director

Sonya Stephenson
615.494.4480



Rutherford
County
Employee
Handbook

1. Go to **Rutherfordcountyttn.gov**
2. Click “**Employees Only**” the lock icon on the bottom of the screen
3. Click “**Documents**”
4. Click on the “Handbooks” folder
5. Find the “RCG Employee Handbook”
6. **Title VI** is section 1005 starting on page **10**.

QUIZ

CLICK
BELOW

<https://secure.rutherfordcountyttn.gov/hrquiz/titlevi.aspx>