

# Director's Policy

Number: DP-28

Effective Date: December 2006

Supersedes: NEW

**TITLE** Title VI of the Civil Rights Act of 1964 and Related Statutes

## POLICY

The California Department of Transportation (Department), as a recipient of federal aid funding, incorporates Title VI of the Civil Rights Act of 1964 and related statutes into its programs, policies, activities, and services. This ensures that no person in the State of California is excluded from participation in, nor denied the benefits of the Department's programs, policies, activities, and services on the grounds of race, color, national origin, sex, disability, or age. This policy extends to subrecipients of the Department's flow-through federal aid funding, such as contractors, grantees, and local agencies.

The Department's mission to improve mobility across California includes the equal and equitable access to its programs, activities, and services.

## INTENDED RESULTS

The intent of this policy is to identify, resolve, and include Title VI of the Civil Rights Act of 1964 and related statutes and issues in the planning and project delivery process, and with the Department's partners to ensure that the public is not discriminated against, either intentionally or unintentionally, as a result of transportation decisions. This policy is consistent with the Department's other related policies: Equal Employment Opportunity (DP-01-R6), Environmental Policy (DP-04), Caltrans' Workforce (DP-11), Caltrans' Disadvantaged Business Enterprise Program (DP-13-R), Working with Native American Communities (DP-19), Environmental Justice (DP-21), and Context Sensitive Solutions (DP-22) to ensure nondiscrimination, equal and equitable activities, and services.

## RESPONSIBILITIES

### Deputy Directors, District Directors, and Division Chiefs:

- Promote awareness of Title VI issues and ensure the Department's actions and services are consistent with policy guidance and with existing federal and State laws and regulations. Submit Title VI Program accomplishments report annually to Civil Rights.

### Division Chiefs and District Directors:

- Appoint a Title VI Liaison.
- Appoint a Title VI Program Area Administrator and administer the Title VI Plan.

Deputy Director for Civil Rights:

- Administer the Department's Title VI Program, investigate Title VI complaints, and conduct reviews for compliance with Title VI requirements. Appoint the Chief for External Equal Opportunity Program to serve as the Department's Title VI Coordinator and provide technical expertise and training on Title VI matters.

Deputy Directors for Planning and Modal Programs, and Project Delivery:

- Promote Title VI assurances, awareness, and assist leadership in statewide planning and project delivery by ensuring compliance with Title VI requirements. Ensure local partners comply with Title VI Program requirements in planning and project delivery and ensure nondiscrimination.

Chiefs for Divisions of Engineering Services and Procurement and Contracts:

- Ensure Department service and construction contracts and procurements are consistent with federal and State contracting laws and regulations including Title VI requirements. Conduct public outreach efforts to promote the participation of Small Business and Disabled Veteran Business Enterprises in the Department's contracts. Ensure nondiscrimination language is included in contracts funded by federal financial assistance.

Chief for Division of Research and Innovation:

- Collaborate with academic and industry partners, including minority institutions, to develop innovative technologies to build the transportation system of the 21<sup>st</sup> century in accordance with Title VI requirements.

Managers and Supervisors:

- Exemplify and actively support Title VI and ensure their subordinates understand and comply with departmental policies.

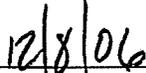
Employees:

- Comply with departmental policies regarding Title VI in their day-to-day activities.

*APPLICABILITY*

This policy applies to all departmental employees and subrecipients of federal financial assistance.

  
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WILL KEMPTON  
Director

  
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Date Signed