

THE CITY OF JOHNSON CITY, TENNESSEE

Guide to the
**TITLE VI
CIVIL RIGHTS ACT of 1964**



Human Resources Department
P.O. Box 2150
601 East Main Street
Johnson City, TN 37605

Steve Willis
Title VI Coordinator

City Manager Message about the Title VI of the Civil Rights Act of 1964

As we go about our day performing our duties to serve the citizens of Johnson City, we want to ensure that all citizens have access to the programs and facilities with City Government. We want to ensure that all management and staff, contractors 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. Please review the information in this pamphlet so that you become more knowledgeable of Title VI of the Civil Rights Act of 1964.

What is Title VI of the Civil Rights Act of 1964?

It is the policy of the City of Johnson City to ensure: **“No person in the City of Johnson City 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.”**

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, gender, geographical locale or wealth.

What is covered by Title VI?

Title VI addresses areas of services such as:

- Agriculture and nutrition
- Construction
- Distribution of benefits and services
- Employment and job training
- Healthcare, social services, and public welfare
- Housing and community development
- Law enforcement and environmental issues
- Locations of facilities
- Program effects on people in applicable communities
- Tax benefits enjoyed by private agencies, fraternal and non-profit organizations as well as educational intuitions.
- Transportation

The abovementioned is not an inclusive list.

What discrimination is prohibited by Title VI?

- There are many forms of illegal discrimination based on race, color or national origins that can limit the opportunity of minorities 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, aid or benefits;
 - Provide a different service, aid or benefit, or provide them in a manner differently than they are provided to others; or
 - Segregate or separately treat individuals in a manner related to the receipt of any service, aid or benefit.

How can I file a discrimination complaint?

You may file a signed, written complaint within 30 days to the date of 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 name of any persons, if known, that the City Title VI Coordinator could contact for clarity of your allegations.
- Your complaint must be signed.

Please submit complaint to the persons stipulated below and to the attention of the City's Human Resources Director.

Tennessee Department of Transportation
Civil Rights Office Personnel
Cynthia Howard, Title VI Program Director
505 Deadrick Street, Suite 400
Nashville, TN 37243-0347
Telephone: (615) 741-3681
Facsimile: (615) 741-3169
Toll Free: 1-888-370-3647