



U.S. Department of Transportation  
**Federal Aviation Administration**

## Office of Civil Rights Title VI Program

The Title VI Airport Nondiscrimination Compliance Program is complex & imposes on all of us, a special responsibility to ensure that it is administered in a fair, equitable & effective manner.

**This brochure focuses on three areas:**

- (1) Title VI Program
- (2) Limited English Proficiency
- (3) Environmental Justice

As we move forward, we must remember that the program is based on the premise that airports are required to ensure nondiscrimination within their area of responsibility. In addition to ensuring the civil rights of the flying public, these protections also extend to tenants, individuals who are Limited English Proficient (LEP) & minority & low-income populations impacted by Environmental Justice (EJ) issues.

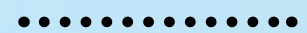
Additionally, the FAA Office of Civil Rights, investigates & renders decisions on Title VI complaints, conducts National Title VI Training Conferences at various locations nationwide, & provides training to airport sponsors & staff Title VI, LEP & EJ.



### FAA Office of Civil Rights Contact Information

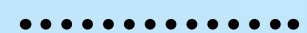
Title VI Airport  
Nondiscrimination Compliance Program  
718-553-3295

Federal Aviation Administration  
Eastern Region Headquarters, AEA-9  
1 Aviation Plaza  
Jamaica, New York 11434



Office of Civil Rights Headquarters  
202-267-8087

Federal Aviation Administration  
Office of Civil Rights  
ACR-1, Room 1030  
800 Independence Ave, SW  
Washington, DC 20591



**NOTE:** All links in this brochure can be accessed by choosing the appropriate topic from the FAA Office of Civil Rights website at [http://www.faa.gov/about/office\\_org/headquarters\\_offices/acr/com\\_civ\\_support/](http://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/)

## Title VI Airport Nondiscrimination Compliance



**ACHIEVING SAFETY THROUGH DIVERSITY**

**FEDERAL AVIATION ADMINISTRATION**  
Office of Civil Rights



## Title VI of the Civil Rights Act of 1964

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. Title 49 of the USC section 47123, "Nondiscrimination," further prohibits airports, who receive airport improvement program funding, from engaging in discrimination based on sex & religion. Under these laws, airports are required to take affirmative action to ensure that there is nondiscrimination in all of their operations, including but not limited to:

- Their local & state funded contracting program
- The benefits & services provided by their tenants, air carriers, concessionaires & fixed based operations
- Employment activities related to programs receiving Federal financial assistance

- The airport's requirement to conspicuously display non-discrimination posters at their airports, notifying the flying public of their rights
- The airport's obligation to address Limited English Proficiency & Environmental Justice in its planning & operation

## Limited English Proficiency (LEP)

Under Executive Order 13166, signed on August 11, 2000, the FAA is responsible for ensuring that LEP individuals have meaningful access to the benefits & services of airports receiving Federal financial assistance. The FAA requires that airport sponsors identify possible LEP populations in their service area & determine the frequency in which these individuals interact with the airport. These factors as well as the resources available to the airport sponsor will determine the level of language assistance the airport must provide. Addressing LEP is of particular importance to the FAA given the likelihood that

its recipients will encounter international & foreign travelers who might have a limited ability to read, write, speak or understand the English language.

## Environmental Justice (EJ)

Executive DOT Order 12898, signed on February 11, 1994, requires Federal agencies to achieve EJ by identifying & addressing disproportionately high & adverse human health & environmental effects, including interrelated social & economic effects, of their programs, policies & activities on minority populations & low-income populations.

DOT Order 5610.2, EJ for Minority Populations & Low Income Populations, describes the process for incorporating EJ principles into all existing DOT programs, policies & activities. Therefore, airport sponsors must take into consideration EJ impacts to surrounding populations regarding airport noise, airport construction or other adverse human health & environmental effects.

## Most Frequently Used Links

### Title VI of the Civil Rights Act of 1964

#### 49 CFR Part 21

[http://ecfr.gpoaccess.gov/cgi/t/text/text-idx?c=ecfr&tpl=/ecfrbrowse/Title49/49cfr21\\_main\\_02.tpl](http://ecfr.gpoaccess.gov/cgi/t/text/text-idx?c=ecfr&tpl=/ecfrbrowse/Title49/49cfr21_main_02.tpl)

#### 49 USC Section 47123 Nondiscrimination

<http://www.justice.gov/crt/about/cor/byagency/dot47123.php>

#### DOJ Title VI Portal

<http://www.justice.gov/crt/about/cor/coord/titlevi.php>

#### FAA Title VI Portal

[http://www.faa.gov/about/office\\_org/headquarters\\_offices/acr/com\\_civ\\_support/non\\_disc\\_pr/](http://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/)

### Limited English Proficiency (LEP)

#### Limited English Proficiency A Federal Interagency Website

<http://www.lep.gov/>

#### DOT Policy Guidance Concerning Recipients' Responsibilities to LEP Persons

(70 Federal Register 74087 [December 14, 2005])  
<http://www.gpo.gov/fdsys/pkg/FR-2005-12-14/pdf/05-23972.pdf>

#### Sample "I Speak" Card

<http://www.justice.gov/crt/about/cor/Pubs/ISpeakCards.pdf>



### Environmental Justice (EJ)

#### DOT Order 5610.2 on EJ

<http://www.gpo.gov/fdsys/pkg/FR-1997-04-15/pdf/97-9684.pdf>

#### FAA Order 1050.1E, CHG 1 Environmental Impacts: Policies & Procedures

[http://www.faa.gov/documentLibrary/media/order/energy\\_orders/1050-1E.pdf](http://www.faa.gov/documentLibrary/media/order/energy_orders/1050-1E.pdf)

#### Environmental Desk Reference for Airport Actions

(Chapter 10: Environmental Justice)  
[http://www.faa.gov/airports/environmental/environmental\\_desk\\_ref/](http://www.faa.gov/airports/environmental/environmental_desk_ref/)

FAA is responsible for investigating complaints of discrimination on the basis of race, color, national origin, sex & religion in federally assisted programs.

## Filing a Complaint

If you believe you or others have been subjected to discrimination, you may file a complaint. A signed, written complaint should be filed within 180 days of the date of the alleged discrimination.

**Please submit your written complaint to the Washington, DC address on the back of this brochure.**