



OVERVIEW OF TITLE VI

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TRAINING

TRAINING APPROPRIATE FOR:

- ☒ Student Conduct Administrators
- ☒ Human Resource Professionals
- ☒ Title IX Professionals
- ☒ Equity Officers
- ☒ Civil Rights Investigators



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UNDERSTANDING DISCRIMINATION UNDER TITLE VI

Title VI of the 1964 Civil Rights Act says, "No person in the United States shall, on the grounds of race, color or national origin, be excluded from participation in, be denied the benefit of, or be subjected to discrimination under any program or activity receiving federal financial assistance."

42 U.S.C. §2000d



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HISTORICAL CONTEXT:



01

Enacted in 1964 during the Civil Rights Movement

02

Aimed to address systemic inequalities

03

Applies across sectors: education, transportation, health care, etc.



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WHO IS PROTECTED?

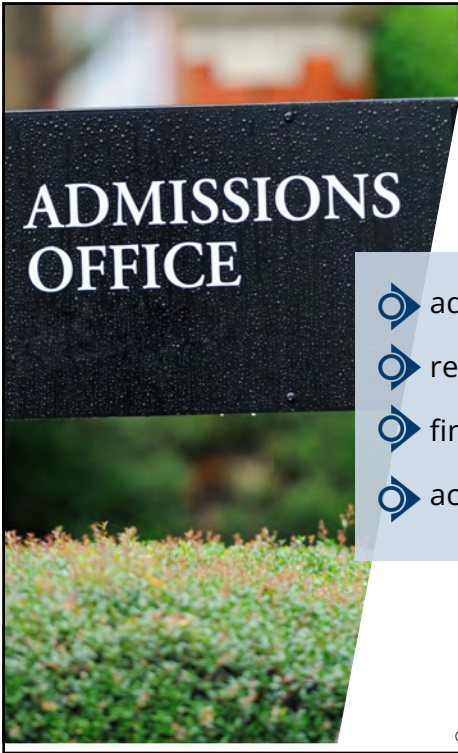
Students of all races, colors, and national origins

Parents, guardians and families with LEP

Applies to all educational levels: K-12, public colleges and universities



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ADMISSIONS OFFICE

WHAT ACTIVITIES ARE PROTECTED UNDER TITLE VI?

Programs and activities that receive education funds must operate in a non-discriminatory manner which include:

- admissions
- recruitment
- financial aid
- academic programs
- counseling and guidance
- vocational education
- student treatment and services



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PROTECTED ACTIVITIES CONTINUED...

Discipline

Classroom Assignment

Physical Education



Recreation

Grading

Athletics

Housing



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SERVING LEP POPULATIONS

- ✓ LEP= Limited English Proficiency
- ✓ Required to take reasonable steps to ensure meaningful access
- ✓ Four-Factor Analysis used by agencies to assess language needs



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COMPLIANCE AND ENFORCEMENT:

- Ensure nondiscrimination
- Appoint a Title VI Coordinator
- Collect and analyze data
- Conduct outreach and training



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OCR ENFORCEMENT MECHANISMS



EXAMPLES OF TITLE VI CASES



Colorado School District - student filed a claim alleging discrimination due to National Origin for failing to provide adequate language services to all English Learner students.



T.B. et al. v. Independent School District 112 - six current and former African-American students of a suburban Minnesota school district and their parents alleged pervasive race discrimination.



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EXAMPLES OF TITLE VI CASES



USC Investigation - A Jewish faculty member alleged the college failed to protect her from discrimination and harassment because of her support for Israel. The former employee filed a Title VI complaint, and the Office for Civil Rights initiated an investigation.



Pfizer - Pfizer is being sued for racial discrimination under Title VI for a federally funded fellowship program that "categorically excludes white and Asian-American applicants."



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QUESTIONS?

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