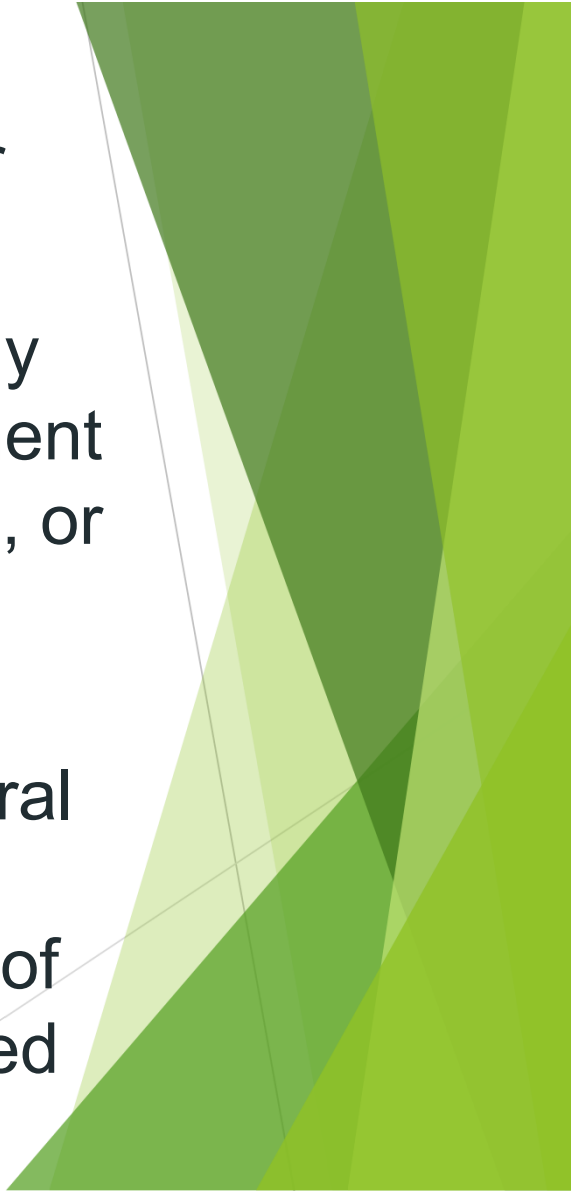


Title VI

**Subrecipient Guide to
Implementing Title VI of the
Civil Rights Act of 1964**



- ▶ Everyone be afforded an opportunity to understand and articulate their concerns with any project that affects them and their way of life.
- ▶ Subrecipients, contractors, and subcontractors may not discriminate in their employment practices in connection with highway construction projects or their federal financialoly assisted projects.
- ▶ Subrecipients and contractors must take reasonable steps to provide meaningful access to Limited English Proficiency (LEP) individuals.

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- ▶ Primary Recipient – an entity or person that directly receives federal financial assistance or manages a program or activity (Iowa DOT).
 - ▶ Subrecipient – an entity or person that indirectly receives federal financial assistance to implement a program or activity (city, county, metropolitan, or regional planning organization, transit agency, college/university, contractor subgrantee).
 - ▶ Title VI of the Civil Rights Act of 1964 is a federal law that protects individuals, groups and organizations from discrimination on the basis of race, color or national origin in federally assisted programs and activities.