

TITLE VI PROGRAM

**FOR FENTRESS COUNTY,
TENNESSEE**

**PRESENTED DURING THE
REGULAR SESSION OF THE
FENTRESS COUNTY BOARD
OF COMMISSION MEETING
ON OCTOBER 20, 2008**

REVISED September 11, 2013

November 13, 2014, September 5, 2018

**Title VI PROGRAM PRESENTED FOR APPROVAL
INCLUDES THE FOLLOWING**

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**RESOLUTION TO AFFIRM COMPLIANCE WITH
FEDERAL TITLE VI REGULATIONS**

WHEREAS, both Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987 provide that no person in the United States shall, on the ground of race, color or national origin be excluded from participation in, be denied the benefits of or be subjected to discrimination under any program or activity receiving federal financial assistance; and

WHEREAS, the Tennessee Attorney General opined in Opinion No. 92.47 that state and local governments are required to comply with Title VI of the Civil Rights Act in administering federally funded programs; and

WHEREAS, the Community Development Division of the Tennessee Department of Economic and Community Development administers the Three-Star Program and awards financial incentives for communities designated as Three-Star communities; and

WHEREAS, by virtue of the Tennessee Department of Economic and Community Development receiving federal financial assistance all communities designated as Three-Star communities must confirm that the community is in compliance with the regulations of Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987;

NOW, THEREFORE, BE IT RESOLVED, by the county legislative body of Fentress County, Tennessee, meeting in regular session at Fentress County, Tennessee, that:

SECTION 1. The legislative body of Fentress County declares that the county is in compliance with the federal Title VI regulations.

SECTION 2. The Department of Economic and Community Development may from time to time monitor the county's compliance with federal Title VI regulations.

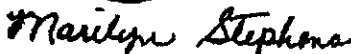
SECTION 3. This Resolution shall take effect upon adoption, the public welfare requiring it.

Adopted this 20 day of October, 2008.

APPROVED:


County Mayor

ATTEST:


.....



RESOLUTION 2016-13 TO AFFIRM COMPLIANCE WITH
FEDERAL TITLE VI REGULATIONS

WHEREAS, both Title VI of the Civil Rights act of 1964 and the Civil Rights Restoration Act of 1987 provide that no person in the United States shall, on the ground of race, color or national origin be excluded from participation in, be denied the benefits of or be subjected to discrimination under any program or activity receiving federal financial assistance; and

WHEREAS, The Tennessee Attorney General opined in Opinion No. 92.47 that state and local governments are required to comply with Title VI of the Civil Rights Act in administering federally funded programs; and

WHEREAS, the Community Development Division of the Tennessee Department of Economic and Community Development administers the Three-Star Program and award financial incentives for communities designated as Three-Star communities; and

WHEREAS, by virtue of the Tennessee Department of Economic and Community Development receiving federal financial assistance all communities designated as Three-Star communities must confirm that the community is in compliance with the regulation of Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987;

NOW, THEREFORE, BE IT RESOLVED, by the county legislative body of Fentress County, Tennessee, meeting in regular session at Fentress County, Tennessee, that:

SECTION 1. The legislative body of Fentress County declares that the county is in compliance with federal Title VI regulations.

SECTION 2. The Department of Economic and Community Development may from time to time monitor the county's compliance with federal Title VI regulations.

SECTION 3. This Resolution shall take effect AND confirm upon adoption that Fentress County is in compliance with Title VI regulations, the public welfare requiring it.

Adopted this 17th day of October, 2016

APPROVED:


MICHAEL CROSS, COUNTY EXECUTIVE

ATTEST:


MARJANN STEPHENS, COURT CLERK

Fentress County Government – Title VI

History and Purpose of Title VI

The landmark Civil Rights Act of 1964 was a product of the growing demand during the early 1960s for the Federal Government to launch a nationwide offensive against racial discrimination. In calling for its enactment, President John F. Kennedy identified "simple justice" as the justification for Title VI:

Simple justice requires that public funds, to which all taxpayers of all races contribute, not be spent in any fashion which encourages, entrenches, subsidizes, or results in racial discrimination. Direct discrimination by Federal, State, or local governments is prohibited by the Constitution. But indirect discrimination, through the use of Federal funds, is just as invidious; and it should not be necessary to resort to the courts to prevent each individual violation.

Title VI was not the first attempt to ensure that Federal monies not be used to finance discrimination on the basis of race, color, or national origin. For example, various prior Executive Orders prohibited racial discrimination in the armed forces, in employment by federally funded construction contractors, and in federally assisted housing.⁽²⁾ Various Federal court decisions also served to eliminate discrimination in individual federally assisted programs.⁽³⁾

Congress recognized the need for a statutory nondiscrimination provision such as Title VI to apply across-the-board "to make sure that the funds of the United States are not used to support racial discrimination." 110 Cong. Rec. 6544 (Statement of Sen. Humphrey). Senator Humphrey, the Senate manager of H.R. 7152, which became the Civil Rights Act of 1964, identified several reasons for the enactment of Title VI. *Id.* First, several Federal financial assistance statutes, enacted prior to Brown v. Board of Education, 347 U.S. 483 (1954), expressly provided for Federal grants to racially segregated institutions under the "separate but equal" doctrine that was overturned by Brown. Although the validity of these programs was doubtful after Brown, this decision did not automatically invalidate these statutory provisions. Second, Title VI would eliminate any doubts that some Federal agencies may have had about their authority to prohibit discrimination in their programs.

Third, through Title VI, Congress would "insure the uniformity and permanence to the nondiscrimination policy" in all programs and activities involving Federal financial assistance. *Id.* Thus, Title VI would eliminate the need for Congress to debate nondiscrimination amendments in each new piece of legislation authorizing Federal financial assistance.⁽⁴⁾ As stated by Congressman Celler:

Title VI enables the Congress to consider the overall issue of racial discrimination separately from the issue of the desirability of particular Federal assistance programs. Its enactment would avoid for the future the occasion for further legislative maneuvers like the so-called Powell amendment.

Fourth, the supporters of Title VI considered it an efficient alternative to litigation. It was uncertain whether the courts consistently would declare that government funding to recipients that engaged in discriminatory practices was unconstitutional. Prior court decisions had demonstrated that litigation involving private discrimination would proceed slowly, and the adoption of Title VI was seen as an alternative to such an arduous route. See 110 Cong. Rec. 7054 (1964) (Statement by Sen. Pastore).

Further, despite various remedial efforts, racial discrimination continued to be widely subsidized by Federal funds. For example, Senator Pastore addressed how North Carolina hospitals received substantial Federal monies for construction, that such hospitals discriminated against blacks as patients and as medical staff, and that, in the absence of legislation, judicial action was the only means to end these discriminatory practices.

That is why we need Title VI of the Civil Rights Act, H.R. 7152 - to prevent such discrimination where Federal funds are involved. . . . Title VI is sound; it is morally right; it is legally right; it is constitutionally right. . . . What will it accomplish? It will guarantee that the money collected by colorblind tax collectors will be distributed by Federal and State administrators who are equally colorblind. Let me say it again: The title has a simple purpose - to eliminate discrimination in federally financed programs.

President Lyndon Johnson signed the Civil Rights Act of 1964 into law on July 2, 1964, after more than a year of hearings, analyses, and debate. During the course of congressional consideration, Title VI was one of the most debated provisions of the Act.

Source: Title VI Legal Manual
Department of Justice

Title VI

What is Title VI?

Title VI prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance. Specifically, Title VI provides that

No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

How does Title VI affect my county, city, community or business?

State agencies, local or municipal government entities, educational institutions, for profit and non-profit corporations and institutions that receive federal financial assistance are subject to Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987. According to the Tennessee Attorney General, state and local governmental agencies that administer federally funded programs are required to comply with Title VI of the Civil Rights act and all applicable federal regulations. The Attorney General concluded that under certain circumstances federal authorities may refuse to grant or continue federal financial assistance for failure to comply with Title VI and its regulations. Therefore, all state and local agencies in Tennessee which administer federally funded programs are advised to use their best efforts in complying with Title VI and all other federal regulations applicable to the administration of such programs.

Policy Statement

Fentress County Government will comply with the Title VI Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987. The department will utilize its best efforts in maintaining compliance in all programs subject to the requirements of Title VI and all other federal regulations applicable to the administration of such programs.

Fentress County Government:

- will not deny any person service, assistance or other benefits for which you are qualified;
- will not provide any person with a service different from that provided to others under the same program;
- will not subject any person to separate treatment in any manner related to services, aid or other benefits;
- will not limit any person in anyway in the use of services, facilities, or any other advantages, privileges, or benefits provided to others under any program;

- will not treat any person differently from others in deciding whether you meet requirements to receive aid, care, service or other benefit;
- will not deny any person or offer an opportunity different from that offered others in any program or service;
- will not adopt methods that limit participation by any group of recipients or subject them to discrimination; and
- will not refer any person to agencies that do not obey civil rights law.

All agencies receiving financial assistance through the department must sign a statement of compliance with Title VI of the Civil Rights Act of 1964.

Complaints of Discrimination

A complaint alleging discrimination may be filed with the Title VI Coordinator. All entities receiving assistance from the department will be required to have information available for public review on the procedures for filing a complaint.

The Title VI Coordinator has the responsibility for receiving, logging, acknowledging, investigating complaints and reporting the findings. The coordinator will notify the commissioner and the appropriate program director when a complaint is received.

After receiving a complaint or identifying potential discriminating activity the department will take the following steps:

- Within 30 calendar days of receiving the complaint, the Title VI Coordinator will conduct a fact finding investigation. The coordinator will meet with the complainant or the staff member who identified the alleged discriminatory activity to determine the nature of the complaint and whether Title VI requirements were violated. The coordinator will meet with the director in whose area the alleged violation occurred to ascertain the director's perspective on the complaint. The coordinator will notify the members of the Title VI Review Committee
- If the coordinator determines that discrimination has not occurred, the complainant, commissioner, and program director will be informed. The complainant will then have a right to appeal the decision.
- If the investigation indicates that discrimination did in fact occur, it will be discussed with the program director. The Title VI Coordinator will discuss ways in which to resolve the complaint and seek voluntary corrective action.
- The complainant, applicant, or program director may appeal any rulings made by the coordinator to the Title VI Review Committee within 10 calendar days of the receipt of the written findings. The request can include relevant documentation and sworn testimony, if any, from appealing party together with any testimony by witnesses having first-hand knowledge of the Title VI violations. The testimony may be in the form of an

affidavit and shall describe in detail the circumstances and events which would lead a reasonable person to believe that a Title VI violation has occurred. The Title VI Review Committee will have broad latitude to review an appealed case and make a finding. The committee may discuss the complaint with the complainant, the alleged offender, the Title VI Coordinator, or other parties to determine the facts. The committee will make a finding on the appeal within 15 calendar days of receipt of the request for appeal.

- If the discriminatory activity cannot be resolved by the committee, a written report on the situation will be prepared and forwarded to the Tennessee Title VI Compliance Commission. If a complaint involves one of the department's federally funded programs, the federal agency sponsoring the program will also be notified. Information will also be provided to the parties involved on the procedures for appealing to the federal level.

- If either the Tennessee Title VI Compliance Commission, or other federal agency determines that discrimination has in fact occurred, the offending party will be denied further services or benefits of the department's programs until the discriminatory activities have been terminated.

Complaints may be filed with:

Fentress County Government
Shelli Dalton
Title VI Coordinator
P. O. Box 1346
Jamestown, TN 38556
Telephone: 931-879-3010
E-Mail: shelli.dalton@FentressCountyTn.gov



Certificate of Completion

Tennessee Department of Transportation

Civil Rights Office Title VI Program

This certifies that

Vickie Reagan

has completed

The Online Title VI Program Training

on

Sunday, August 18, 2013

Handwritten signature of the Executive Director.

Executive Director

Handwritten signature of the Title VI Program Director.

Title VI Program Director

Certificate of Completion

This is to certify that

Amanda Hicks

has successfully completed the class

Sub-Recipients and New Hires Title VI Training

on 10/14/2014

Luzenia Butler

Title VI Compliance Officer

Mike Quinn

Director of Compliance





Certificate of Completion

Tennessee Department of Transportation

Civil Rights Office Title VI Program

This certifies that

Amanda Hicks

has completed

The Online Title VI Program Training

on

Friday, October 16, 2015

Director

Title VI Program Director



Certificate of Completion

Tennessee Department of Transportation

Civil Rights Office Title VI Program

This certifies that

Amanda Hicks

has completed

The Online Title VI Program Training

on

Thursday, October 06, 2016

Director

Title VI Program Director

Certificate of Completion

This is to certify that
Amanda Hicks
has successfully completed the class
Sub-Recipients and New Hires Title VI Training



Lorenia Butler
Title VI Compliance Officer

Mike James
Director of Compliance

6/16/2018
Completion Date



Certificate of Completion

This certificate is awarded to

AMANDA HICKS

Division / Organization

This certifies the above person has completed Title VI training in compliance with federal law.

8-9-2017



Department of
**Environment &
Conservation**

Certificate of Completion



Certificate of Completion

Tennessee Department of Transportation

Civil Rights Office Title VI Program

This certifies that

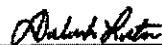
Amanda Hicks

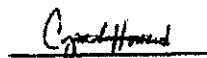
has completed

The Online Title VI Program Training

on

Thursday, November 02, 2017


Director


Title VI Program Director



Certificate of Completion

Tennessee Department of Transportation

Civil Rights Office Title VI Program

This certifies that

Becky Crockett

has completed

The Online Title VI Program Training

on

Thursday, November 16, 2017

Director

Title VI Program Director



Certificate of Completion

This certificate is awarded to

Becky Crockett

Fentress County Government

This certifies the above person has completed Title VI training in compliance with federal law.

August 20, 2018



Department of
**Environment &
Conservation**

Certificate of Achievement

Shelli Dalton Dalton

Got a Score Of

80/100 (80%)

On

Department of Economic & Community Development: Title
VI Training

ProProfs
Quiz Maker

Oct 7, 2021



PUBLIC NOTICE

TITLE VI OF THE 1964 CIVIL RIGHTS ACT

“No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.”

The State Department of Military provides benefits and services such as emergency management assistance, National Guard protection services and facility construction and maintenance, and disaster assistance following a major Presidential declaration. The federal assistance administered by the Military Department are pass through funds to local governments, other state agencies, and certain private non-profit organizations.

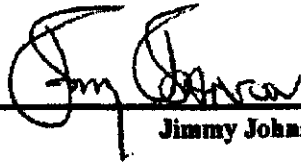
Anyone who believes that an agency or local government receiving the federal funding mentioned above has discriminated against someone on the basis of race, color or national origin has a right to file a complaint within 180 days of the alleged discrimination.

FENTRESS COUNTY GOVERNMENT TITLE VI POLICY

1.	No person 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 any program or activity receiving federal financial assistance.
2.	This policy applies to all activities of any department of Fentress County Government.
3.	The Administrative Assistant has been designated by the Fentress County Executive to serve as the Title VI Coordinator whose primary responsibility is to facilitate Title VI matters.
4.	Title VI Coordinator will maintain permanent records, submit required Title VI reports, complete all Title VI self-surveys and attend necessary training(s).
5.	Title VI information posters, including the name of the Title VI Coordinator and contact information, shall be prominently and publicly displayed in each department.
6.	Title VI information shall be disseminated to county employees at least once per year via payroll stuffers. This brochure of information reminds the employees of the county's policy statement, and of their Title VI responsibilities in their daily work and duties.
7.	During new employee orientation, new employees shall be informed of the provisions of Title VI and the county's expectations to perform their duties accordingly. Necessary information shall be distributed to the new employee by the Title VI Coordinator.
8.	Title VI information shall be disseminated to citizens at least once per year by public service announcement through the newspaper, internet website or local broadcast media.
9.	Whenever possible, Fentress County will take positive and specific actions to advise minorities of program availability by using such means of communication as newspaper, public area postings and local cable broadcast.
10.	All subcontractors and vendors who receive payments from Fentress County Government where funding originates from any federal assistance received by the involved department are subject to provisions of Title VI of the Civil Rights Act of 1964 as amended.
11.	Written Contracts shall contain nondiscrimination language, either directly or through the bid specification package which becomes an associated component of the contract
12.	County facilities (such as restrooms, roads, park facilities, etc.) which are accessible to citizens shall be accessible without regard to race, color, or national origin.
13.	County employees shall use courtesy titles (i.e. Mr., Mrs., Ms., or Miss) to address citizens without regard to race, color or national origin.

**EQUAL OPPORTUNITY
TITLE VI
POLICY STATEMENT**

It is the policy of Fentress County Government to ensure compliance with TITLE VI of the Civil Rights Act of 1964; 49CFR, Part 26; related statutes and regulations to the end that no person shall be excluded from participation in or be denied the benefits of; or be subjected to discrimination under any program or activity on the grounds of race, color, sex, or national origin.




Jimmy Johnson, Fentress County Executive

Any person who believes that he or she has been discriminated against, should contact:

**Fentress County Government
Office of Human Resources
Becky Crockett
Title VI Coordinator
101 Main Street
Jamestown, TN 38556
931-879-3010**

**EQUAL OPPORTUNITY
TITLE VI
POLICY STATEMENT**

IT IS THE POLICY OF FENTRESS COUNTY GOVERNMENT TO ENSURE COMPLIANCE WITH TITLE VI OF THE CIVIL RIGHTS ACT OF 1964; 49CFR, PART 26; RELATED STATUTES AND REGULATIONS TO THE END THAT NO PERSON SHALL BE EXCLUDED FROM PARTICIPATION IN OR BE DENIED THE BENEFITS OF; OR BE SUBJECTED TO DISCRIMINATION UNDER ANY PROGRAM OR ACTIVITY ON THE GROUNDS OF RACE, COLOR, SEX, OR NATIONAL ORIGIN.



FRANK SMITH, COUNTY EXECUTIVE

ANY PERSON WHO BELIEVES HE OR SHE HAS BEEN DISCRIMINATED
AGAINST SHOULD CONTACT

**FENTRESS COUNTY GOVERNMENT
OFFICE OF COUNTY EXECUTIVE
VICKIE REAGAN
TITLE VI COORDINATOR
101 MAIN STREET
JAMESTOWN, TN 38556
931-879-7713**

FENTRESS COUNTY GOVERNMENT
TITLE VI NON-DISCRIMINATION STATEMENT

FENTRESS COUNTY ENSURES COMPLIANCE WITH THE TITLE VI OF THE CIVIL RIGHTS ACT OF 1964; 49 CFR, PART 21; RELATED STATUES AND REGULATIONS TO THE END THAT NO PERSON SHALL BE EXCLUDED FROM PARTICIPATION IN OR BE DENIED THE BENEFITS OF, OR BE SUBJECTED TO DISCRIMINATION UNDER ANY PROGRAM OR ACTIVITY RECEIVING FEDERAL FINANCIAL ASSISTANCE FROM THE U.S. DEPARTMENT OF TRANSPORTATION ON THE GROUNDS OF RACE, COLOR, SEX, OR NATIONAL ORGIN.

ANY PERSON WHO BELIEVES HE OR SHE HAS BEEN DISCRIMINATED AGAINST SHOULD CONTACT THE FENTRESS COUNTY TITLE VI COORDINATOR:

FENTRESS COUNTY GOVERNMENT
AMANDA HICKS
TITLE VI COORDINATOR
P.O. BOX 1128
JAMESTOWN, TN 38556
TELEPHONE: 931-879-7713

I ACKNOWLEDGE RECEIPT OF TITLE VI NOTICE AND ITS REQUIREMENTS
ALONG WITH THE TITLE VI BROCHURE.

SIGNATURE

DATE



...of the...
...and...
...as well as education institutions...

- ◆ Location of facilities
- ◆ Land acquisition
- ◆ Program effects on people in applicable communities
- ◆ Health care (i.e. hospitals, medical, dental, etc.)
- ◆ Services and public works
- ◆ Natural resources and the environment
- ◆ Employment and job training
- ◆ Housing and community development
- ◆ Agriculture

Title VI Federal-aid Contract Provisions:

All Federal-aid contracts must include Title VI contract assurance language which requires compliance with Title VI of the Civil Rights Act of 1964. Federal-aid contractors may not discriminate in selection & retention of their subcontractors; subcontractors may not discriminate in the selection & retention of second-tier subcontractors who participate in Federal-Aid Highway construction; and contractors and subcontractors cannot discriminate in their employment practices in connection with highway construction projects or projects assisted by Federal Highway Administration.

How to file a complaint

You may file a signed, written complaint 180 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 names of any persons, if known, who the TDOT Title VI Division could contact for clarity of your allegations.

Your complaint must be signed and dated.



Please submit your complaint to the address stipulated below:

Tennessee Department of Transportation
 Title VI Director
 505 Deaderick Street, Suite 1800
 Nashville, TN 37243-0347
 Telephone: (615) 741-3681
 Fax: (615) 741-3169
 Toll Free: 1-888-370-3647
 TTY Relay: 1-800-948-0298

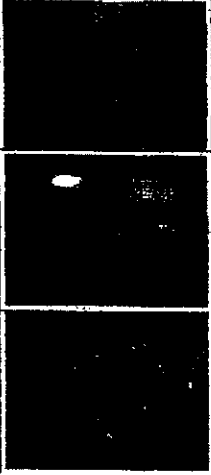
For a printable complaint form visit our website:

www.tennessee.gov/tdot/civil-rights/TITLEVI



Tennessee Department of Transportation
 No. 40487, 10,000 copies, November 2004. This public document was prepared at a cost of \$1.00 per copy.

Tennessee Department of Transportation



www.tennessee.gov/tdot/civil-rights/TITLEVI

Title VI Program Commitment

The Tennessee Department of Transportation Title VI Program's primary goal is to ensure all management 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. We are readily available to provide you with high quality technical assistance, resource, guidance, and any other information in regards to Title VI. Please do not hesitate to call our office for further assistance.

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

It is the policy of the Tennessee Department of Transportation to ensure 42 U.S.C. 2000d. "No person in the United States 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 from the Department of Transportation." Title VI covers all forms of federal aid except those federally funded contracts of insurance and guaranty. It does cover employment practices resulting in discrimination against program beneficiaries or where the purpose of federal assistance is to provide employment.

Title VI & Environmental Justice

On February 11, 1994, President Clinton signed Executive Order 12898: *Federal Action to Address Environmental Justice in Minority Populations and Low-Income Populations*. The Executive Order focused attention on Title VI by providing that, "each agency shall make achieving environmental justice part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority and low-income populations." In support of Executive Order 12898, the US DOT issued an Order on Environmental Justice (DOT Order 5610.2). The order clarifies and reinforces Title VI responsibilities as well as addresses the effects on low-income populations.

Adverse Impacts may include:

- Bodily impairment, infirmity, illness, or death
- Air, noise, and water pollution and soil contamination
- Destruction or disruption of man-made or natural resources
- Destruction or diminution of aesthetic values
- Destruction or disruption of community cohesion or a community's economic vitality
- Destruction or disruption of the availability of public and private facilities and services
- Vibration
- Adverse employment effects
- Displacement of persons, businesses, farms, or nonprofit organizations
- Increased traffic congestion, isolation, exclusion, or separation of minority or low-income individuals within a given community or from the broader community
- The denial of, reduction in, or significant delay in the receipt of, benefits of DOT programs, policies, or activities

Public Involvement

is an integral part of transportation planning and project development decision making. The DOT Order (5610.2) on Environmental Justice directs the department to provide minority populations and low-income populations greater access to information on, and opportunities for public participation in matters that may impact human health and environment.

Title VI & Limited English Proficiency (LEP)

The federal government and those receiving assistance from the federal government must take reasonable steps to ensure that LEP persons have meaningful access to the programs, services, and information those entities provide. This will require agencies to think "outside the box" for creative solutions to address the needs of this ever growing population of individuals, for whom English is not their primary language.

Who is a Limited English Proficient Person?

Persons who do not speak English as their primary language and who have a limited ability to read, speak, write or understand English can be limited English proficient, or "LEP." These individuals may be entitled to language assistance with respect to a particular type of service, benefit, or encounter.

Who Must Comply and Who Can be Found in Violation?

All programs and operations of entities that receive assistance from the federal government.



Simple Justice requires that public funds, to which all taxpayers of all races contribute, not be spent in any fashion which encourages, entrenches, subsidizes, or results in racial discrimination." President John F. Kennedy

Programa de los Derechos Civiles

Programa de los Derechos Civiles



COMO PRESENTAR UNA QUEJA

Usted puede presentar una queja escrita y firmada 180 días después de la fecha de la pretendida discriminación.

La queja debe incluir:

- Su nombre, dirección / domicilio y número de teléfono.
- El nombre y dirección de la agencia, institución o departamento que usted cree lo discriminó.
- Como, cuándo y dónde cree que se presentó la discriminación. Incluyendo lo más específico posible, detallada información acerca de los actos de discriminación alegados, y cualquier otra información relevante.
- El nombre de cualquier persona, si las conoce, a quienes la división del título VI de TDOT podría contactar para clarificar sus alegaciones.

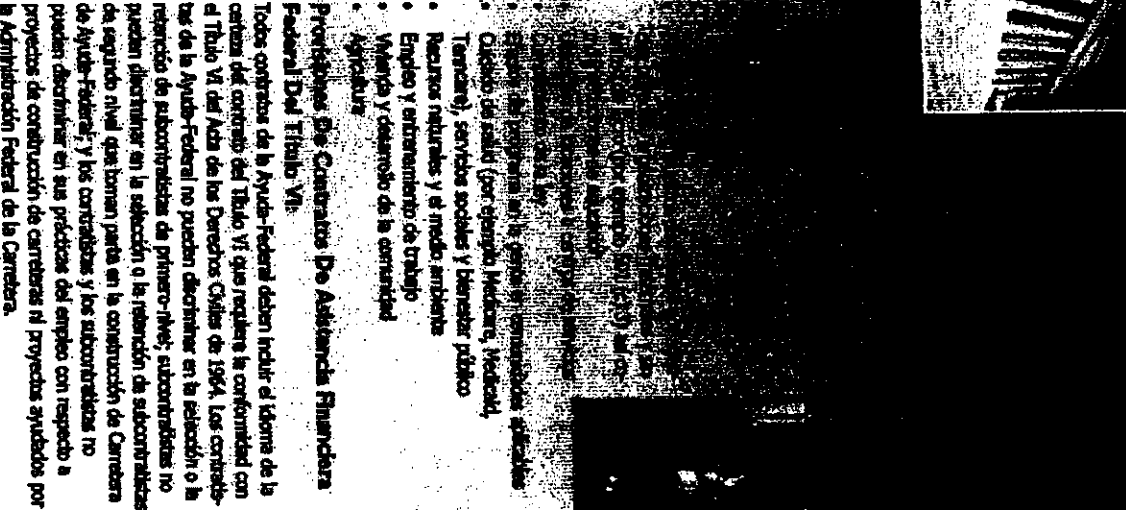
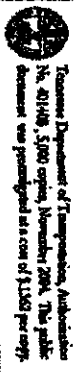
Si su queja debe estar firmada y fechada.



Por favor envíe su queja a la dirección estipulada enseguida:

Tennessee Department of Transportation
 Title VI Director
 505 Deaderick Street, Suite 1800
 Nashville, TN 37243-0247
 Teléfono: (615) 741-3881
 Fax: (615) 741-3169
 Llamada gratuita: 1-888-370-3647
 TTY Relay: 1-800-848-0298

Para un formulario de quejas impreso vea nuestra página de Internet:
www.tennessee.gov/tdot/civil-rights/obliv



- Cuestionario de salud (por ejemplo, Medicaid, Medicare, TennCare), servicios sociales y bienestar público
- Recursos naturales y el medio ambiente
- Empleo y entrenamiento de trabajo
- Vivienda y desarrollo de la comunidad
- Agricultura

Protecciones De Contratos De Asistencia Financiera Federal Del Título VI:

Todos contratos de la Ayuda-Federal deben incluir el idioma de la cartaza del contrato del Título VI que requiere la conformidad con el Título VI del Acta de los Derechos Cíviles de 1964. Los contratos de la Ayuda-Federal no pueden discriminar en la selección o la renuncia de subcontratistas de primer-nivel; subcontratistas no pueden discriminar en la selección o la renuncia de subcontratistas de segundo nivel que forman parte en la construcción de Carreteras de Ayuda-Federal; y los contratos y los subcontratistas no pueden discriminar en sus prácticas del empleo con respecto a proyectos de construcción de carreteras ni proyectos ayudados por la Administración Federal de la Carretera.

Compromiso Del Título VI

La meta más importante del programa del Título VI del departamento de Transporte de Tennessee es asegurar que el equipo gerencial, contratistas y beneficiarios de servicios estén enterados de las provisiones del Título VI y las responsabilidades asociadas con el Título VI del Acta de los Derechos Civiles de 1964. Tenemos la mejor disposición para proveerle asistencia de la más alta calidad técnica, recursos, orientación y cualquier otra información con respecto al Título VI. Por favor no dude en llamar a nuestra oficina si necesita ayuda adicional.

¿Qué Es El Título VI Del Acta De Los Derechos Civiles De 1964?

Es la política del departamento de Transporte de Tennessee para asegurar 42 U.S.C. 20004, "Ninguna persona en los Estados Unidos será excluida de participación, serán negados beneficios, o estará sujeta a discriminación con razón de su raza, color, u origen nacional, bajo un programa o actividad recibiendo asistencia financiera federal del Departamento de Transporte." Título VI cubre todas las formas de ayuda federal excepto aquellos contratos de seguro y garantía federalmente financiada. Esto cubre prácticas de empleo que resultan en discriminación contra beneficiarios de programas o donde el propósito de la asistencia federal sea proveer empleo.

Título VI Y Justicia Ambiental

En Febrero 11, 1994 el presidente Clinton firmó la orden ejecutiva 12898: *Acción Federal para el Título VI Justicia Ambiental a las Poblaciones Minoritarias y a las Poblaciones de Bajos Recursos*. La orden ejecutiva centró su atención en el Título VI pidiendo que "cada agencia hará esfuerzos en Justicia Ambiental como parte de su misión identificando y dirigiendo, como sea apropiado, efectos ambientales o de salud humana desproporcionadamente altos de sus programas, políticas y actividades en las minorías y poblaciones de bajos recursos. En apoyo a la orden ejecutiva 12898, el US DOT emitió una Orden en Justicia Ambiental (orden DOT 5610.2). Esta orden clarifica y refuerza las responsabilidades del Título VI así como dirige los efectos en las poblaciones de bajos recursos.

Efectos adversos pueden incluir:

- Impactos ambientales corporales, afectores, enfermedades, o muerte
- Aire, ruido, y polución del agua y contaminación de la tierra
- Destrucción o desahucio de los recursos naturales o de los hechos por el hombre
- Destrucción o disminución de los valores estéticos
- Destrucción o desahucio de la cohesión comunitaria o de la vitalidad económica de una comunidad
- Destrucción o desahucio de la disponibilidad de servicios y lugares públicos y privados
- Vibración
- Efectos adversos al empleo
- Desplazamiento de personas, negocios, firmas u organizaciones sin ánimo de lucro
- Congestión de tráfico incrementada, aislamiento, exclusión o separación de las minorías o individuos de bajos recursos dentro de una comunidad dada o desde la comunidad en general.
- La negación de, reducción en, o significante demora en la recepción de beneficios, programas, políticas o actividades de el Departamento de Transporte.

El involucramiento público

es parte integral de la toma de decisiones de proyecto de desarrollo y planeación del transporte. La orden DOT (5610.2) en Justicia Ambiental dirige al departamento a proveer a las poblaciones minoritarias y poblaciones de bajos ingresos en asuntos que puedan impactar la salud humana y el ambiente.

Título VI y La Capacidad Limitada de Inglés (LEP)

El gobierno federal y esos servicios que reciben asistencia financiera del gobierno federal deben tomar medidas razonables para asegurar que personas LEP tengan un acceso significativo a sus programas, servicios, e información que esas entidades proporcionan. Esto requiere que las agencias provean "salvo-de-la-voz" para obtener soluciones ingenieras que puedan resolver los problemas de esta población creciente, para quienes el inglés no es su primer idioma.

¿Quién es una persona de Capacidad Limitada de Inglés (LEP)?

LEP es una persona cuyo primer idioma no es el inglés, lo cual tiene una capacidad limitada para leer, hablar, escribir o comprender el inglés. Estas personas tienen derecho a recibir asistencia de idioma con respecto a cualquier clase de servicio, beneficio, o situación que se pueda presentar.

¿Quién Tiene Obligación De Cumplir Y Quién Puede Encontrarse En Violación Bajo El Título VI?

Todos los programas y operaciones de entidades que reciben ayuda del gobierno federal (ejemplo: beneficiarios), incluyen: Cualquier agencia estatal, agencia local, institución u organización privada. Cualquier entidad que recibe asistencia financiera federal a través de otro beneficiario / entidad mencionado anteriormente, tiene obligación de cumplimiento.



La elementa jurídica requiere que los fondos públicos a los cuales todos los contribuyentes de impuestos de todos los razas aportan, no sean gastados de ninguna manera para apoyar, arregar, subsidiar o resultar en discriminación racial.

Presidente John F. Kennedy

IT IS THE POLICY OF FENTRESS COUNTY GOVERNMENT TO COMPLY WITH TITLE VI, TO PROHIBIT DISCRIMINATION AND TO AVOID THE LOSS OF FEDERAL FUNDING.

ANY ONE WISHING TO FILE A COMPLAINT MAY SUBMIT A SIGNED WRITTEN COMPLAINT TO:

FENTRESS COUNTY EXECUTIVE P.O. BOX 1128
101 MAIN STREET
JAMESTOWN, TN 38556
PHONE: 931-879-7713
FAX: 931-879-1579
E-MAIL: wfranksmith@live.com

THE COMPLAINT SHOULD INCLUDE:

- YOUR NAME, ADDRESS, PHONE NUMBER.
- NAME AND ADDRESS OF DEPARTMENT YOU BELIEVE DISCRIMINATED AGAINST YOU.
- DETAILS ON ALL ALLEGED ACT(S).

FENTRESS COUNTY GOVERNMENT

TITLE VI PROGRAM

“NO PERSON IN THE UNITED STATES 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 ANY PROGRAM OR ACTIVITY RECEIVING FEDERAL FINANCIAL ASSISTANCE.”

FENTRESS COUNTY GOVERNMENT

TITLE VI PROGRAM

WHAT KINDS OF ACTIONS ARE PROHIBITED DUE TO RACE, COLOR, NATIONAL ORIGIN OR LIMITED ENGLISH PROFICIENCY?

1. DENYING SERVICES
2. PROVIDING A DIFFERENT BENEFIT OR SERVICE
3. PROVIDING SEPARATE SERVICE OR STANDARD FOR ACCEPTANCE
4. STOPPING A PERSON FROM ENJOYING A FACILITY
5. TALKING TO SOMEONE DISRESPECTFULLY
6. NOT ALLOWING A CHANCE TO BECOME A MEMBER OF PLANNING OR ADVISORY BOARD OR BODY
7. PERMITTING DISCRIMINATORY ACTIVITY IN A FACILITY BUILT WITH FEDERAL FUNDS

WHAT IS COVERED?
• SITE AND LOCATION OF FACILITIES
• BENEFITS AND SERVICES CONTRACTS
• LAW ENFORCEMENT
• PARKS AND RECREATION
• HEALTH CARE... AND ETC.

TITLE VI

Title VI, 42 U.S.C. ~ 2000d et seq., was enacted as part of the landmark Civil Rights Act of 1964. It prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal financial assistance.

Federal Financial Assistance means more than just money. It is also aid that enhances the ability to improve or expand allocation of a recipient's own resources. This includes grants and loans, tax incentives, and technical assistance.

Title VI applies to discrimination throughout an agency, not just to actions involving the federally assisted program. Therefore, if an agency receives any federal financial assistance for any program or activity – the entire agency (recipients, sub-recipients, and contractors) is required to comply with Title VI, not just that particular program. A Non-discrimination statement must be included in all county contracts.

State Law (T.C.A. 4-21-904) also mirrors the federal law.

(23 U.S.C. 324) expanded the protected class to include prohibiting discrimination based upon gender as well.

The Age Discrimination Act of 1975 (42 U.S.C. 6101-07) and the Americans with Disabilities Act of 1990 (49 CFR 27) further expanded the protection to include discrimination based on age and disability.

Aggrieved individuals may file administrative complaints with the federal agency that provides funds to a recipient.

The Tennessee Human Rights Commission is the lead coordination state agency for monitoring and enforcement within the State of Tennessee. Complaints may be filed by an individual, a class, or by a third party, within 180 days from the date of the alleged discriminatory act.

**YOUR ASSISTANCE IN ENSURING
THAT FENTRESS COUNTY
GOVERNMENT COMPLIES IN ALL
RESPECTS WITH TITLE VI IS
GREATLY APPRECIATED**

LIMITED ENGLISH PROFICIENCY (LEP)

In August 2000, Executive Order 13166 began to require agencies to examine the services they provide, identify any for services to those with limited English proficiency, and develop and implement a system to provide those services so LEP persons can have meaningful access to them.

This service is required for effective communication between service providers that receive federal funds and their potential service recipients. Language assistance must be provided in instances where language barriers cause persons of Limited English Proficiency to be excluded from or denied equal access to programs. The recipient should be given information in a format he/she can understand about the services and must be able to communicate his/her situation to the provider. Achieving effective communication must not place cost or burden on the person with language barriers and he/she cannot be required to use friends or family members as interpreters.

Within Fentress County Government, the Title VI Coordinator should be promptly notified of any Title VI complaint, formal or informal.

LIMITED ENGLISH PROFICIENCY POLICY AND PROCEDURE

1.	It is the general policy of Fentress County, Tennessee, not to discriminate against anyone with Limited English Proficiency (LEP), who participates in our programs and/or services. We have taken steps to ensure that all individuals will be able to communicate, either through written or oral language services, with all members of our staff. Fentress County adopts the following language assistance procedures for situations in which LEP individuals need direct services or information and to ensure compliance with the Executive Order 13166.
2.	Employees will have access to "I Speak" cards. See attachment.
3.	Once language proficiency is determined, employees will have resources available to assist the individual in determining his/her need.
4.	<p>If the need is urgent or life threatening, employees will defer to their supervisors what steps need to be taken. The steps are, but not limited to, the following:</p> <ul style="list-style-type: none"> • If the need is a document translated, the supervisor will have the document translated as soon as possible, without jeopardizing his/her duties as a supervisor. • If the need is oral language services, the supervisor will take appropriate actions to provide the assistance as soon as possible through a translation service, without jeopardizing his/her duties as a supervisor. • The supervisor has the obligation to the safety of his/her employees as well as the people of Fentress County to assist the need of all persons. This includes not leaving his/her work place unless it is an emergency. • If the need is urgent or life threatening, employees will use, to the best of their ability, any resource available to accommodate the individual. • Any person who thinks there has been discrimination against him/her because of LEP should contact Vickie Reagan, Title VI Coordinator. Ms. Reagan will confer with the necessary individual(s) within the Title VI Division of the State of Tennessee and the County Attorney of Fentress County.

LANGUAGE IDENTIFICATION FLASHCARD

<input type="checkbox"/> املا هذا المربع اذا كنت تقرا أو تتحدث العربية.	Arabic
<input type="checkbox"/> լրացրե՛ք նշե՛ք կատարե՛ք այս զտանկանում, եթե խոսում կամ կարդում եք հայերեն:	Armenian
<input type="checkbox"/> যদি আপনি বাংলা পড়েন বা বলেন তা হলে এই বাক্সে দাগ দিন।	Bengali
<input type="checkbox"/> សូមចាត់မှတ်: បើអ្នកនិយាយ ឬអានខ្មែរ ចុះ X ។	Cambodian
<input type="checkbox"/> Matka i kahon komu no taitaj pat un sang i Chamorro.	Chamorro
<input type="checkbox"/> 如果您具有中文閱讀和會話能力，請在本空格內標上X記號。	Chinese
<input type="checkbox"/> Make kazyè sa a si ou li oswa ou pale kreyòl ayisyen.	Craole
<input type="checkbox"/> Označite ovaj kvadratić ako čitate ili govorite hrvatski jezik.	Croatian (Serbo-Croatian)
<input type="checkbox"/> Zaškrtněte tuto kolonku, pokud čtete a hovoříte česky.	Czech
<input type="checkbox"/> Kruis dit vakje aan als u Nederlands kunt lezen of spreken.	Dutch
<input type="checkbox"/> Mark this box if you read or speak English.	English
<input type="checkbox"/> اگر خواندن و نوشتن فارسی بفرهستین، این مربع را علامت بگذارید.	Farsi

<input type="checkbox"/> Cocher ici si vous lisez ou parlez le français.	French
<input type="checkbox"/> Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen.	German
<input type="checkbox"/> Σημειώστε αυτό το πλαίσιο αν διαβάζετε ή μιλάτε Ελληνικά.	Greek
<input type="checkbox"/> अगर आप हिन्दी बोलते या पढ़ सकते हैं तो इस गोले पर चिह्न लगाएँ।	Hindi
<input type="checkbox"/> Kos lub voj no yog koj paub twm thiab hais lus Hmoob.	Hmong
<input type="checkbox"/> Jelölje meg ezt a kockát, ha megérti vagy beszéli a magyar nyelvet.	Hungarian
<input type="checkbox"/> Markaan daytoy nga kahon no makabasa wenno makasaoka iti Ilocano.	Ilocano
<input type="checkbox"/> Marchi questa casella se legge o parla italiano.	Italian
<input type="checkbox"/> 日本語を話んだり、話せる場合はここに印を付けてください。	Japanese
<input type="checkbox"/> 한국어를 읽거나 말할 수 있으면 이 칸에 표시하십시오.	Korean
<input type="checkbox"/> ໃຫ້ຫມາຍໃຈເຂົ້າໃນ ຖ້າຫມາຍອາດຊາດຫມາຍອາດ.	Laotian
<input type="checkbox"/> Zaznacz tę kratkę jeżeli czyta Pan/Pani lub mówi po polsku.	Polish
<input type="checkbox"/> Assinale este quadrado se voce lê ou fala Português.	Portuguese

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<input type="checkbox"/> Însemnați această căsuță dacă citiți sau vorbiți Românește.	Romanian
<input type="checkbox"/> Поставьте этот квадратик, если вы читаете или говорите по-русски.	Russian
<input type="checkbox"/> Māka pe fa'a'ailoga le pusa lea pe afai e te faitau pe tusitusi i le gagana Samoa.	Samoan
<input type="checkbox"/> Обележите овај квадратик уколико читате или говорите српски језик.	Serbian (Serbo-Croatian)
<input type="checkbox"/> Označte tento štvorček, ak viete čítať alebo hovoriť po slovensky.	Slovak
<input type="checkbox"/> Marque esta casilla si lee o habla español.	Spanish
<input type="checkbox"/> Markahan ang kahon na ito kung ikaw ay nagsasalita o nagbabasa ng Tagalog.	Tagalog
<input type="checkbox"/> โปรดทำเครื่องหมายในช่องสี่เหลี่ยมนี้หากคุณอ่านหรือพูดภาษาไทย.	Thai
<input type="checkbox"/> Faka'ilonga'i 'ae paha ko'eni kapau 'oku te lau pe lea 'ae lea fakatonga.	Tongan
<input type="checkbox"/> Відмітьте цю клітинку, якщо ви читаете або говорите українською мовою.	Ukrainian
<input type="checkbox"/> اگر آپ اردو پڑھتے یا بولتے ہیں تو اس خانہ میں نشان لگائیں.	Urdu
<input type="checkbox"/> Xin đánh dấu vào ô này nếu quý biết đọc và nói được Việt Ngữ.	Vietnamese
<input type="checkbox"/> צייכנט דעם קעסטל אויב איר שרייבט אדער ליינט אידיש.	Yiddish

D-3309



ACCESS CODE REGISTRATION FORM

Please note that AVAZA will assign the Account Number, Client ID and Access Code.

Agency Information:

Date: 9/18/13

Agency Name Fentress County Government	Account Number 600-951	Agency SSN/ EIN/ TIN 620879009		
Agency Rep Vickie Reagan	Title	Agency Rep Tel # 931-879-7713	Fax # 931-879-1579	
Address PO Box 1128	City Jamestown	State TN	Zip 38556	E-mail wfranksmith@live.com

Billing Information:

Billing Rep Vickie Reagan	Title	Billing Rep Tel # 931-879-7713	Fax # 931-879-1579	
Address PO Box 1128	City Jamestown	State TN	Zip 38556	E-mail wfranksmith@live.com

Service Information:

Contract Start Date: 8/1/2011		Contract End Date: 7/31/2014	
<input type="checkbox"/> Premium User <input type="checkbox"/> Standard User <input type="checkbox"/> Non-Profit <input checked="" type="checkbox"/> State	<input type="checkbox"/> Consecutive <input type="checkbox"/> Simultaneous <input type="checkbox"/> Voice-Overs <input type="checkbox"/> Sight Translations	<input type="checkbox"/> Medical <input type="checkbox"/> Legal <input type="checkbox"/> Social	On-Site Interpreting <input type="checkbox"/> Sight Translations <input type="checkbox"/> Document Translations <input type="checkbox"/> Transcriptions
Over-the-Phone Interpreting		Professional Interpreter Training	

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Nashville, TN 37211

Phone: 615.534.3400
Fax: 615.870.8808

www.avaza.com

NEW EMPLOYEE ORIENTATION TO TITLE VI

STATEMENT OF POLICY:

No person 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 any program or activity receiving federal financial assistance.

All employees of Fentress county government are expected to consider, respect and observe this policy in their daily work and duties. If a citizen approaches you with a discrimination question or complaint that appears to be based on some type of discrimination, direct the citizen to the Title VI Coordinator, Amanda Hicks, Executive Assistant, and is located in the Fentress County Courthouse, Office of County Executive, 101 Main Street; Jamestown, TN 38556. Phone Number is 931-879-7713

Employee Signature

Date

TITLE VI ACKNOWLEDGEMENT

BY SIGNING THIS FORM, I ACKNOWLEDGE I HAVE RECEIVED A COPY OF THE FENTRESS COUNTY GOVERNMENT TITLE VI POLICY, TITLE VI COMPLAINT PROCEDURES, AND LIMITED ENGLISH PROFICIENCY POLICY AND PROCEDURES.

SIGNATURE

PRINT NAME

DATE