

## AVIATION AUTHORITY POLICY

**100: ORGANIZATION**

**Effective:** 06/03/21

**Revised:**

**P157: Title VI Compliance**

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**PURPOSE:** To ensure compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, the Age Discrimination Act of 1975, and Section 520 of the Airport and Airway Improvement Act of 1982.

**LEGAL CONSIDERATION:** Title VI of the Civil Rights Act of 1964, 42 USC 2000(d) et. seq. (Title VI) states: “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.” Section 520 of the Airport and Airway Improvement Act of 1982, 49 U.S.C. § 47123, added sex and creed to the list of prohibited bases of discrimination with regard to nondiscrimination in the Federal Aviation Administration’s (FAA) grant program. The Age Discrimination Act of 1975 prohibits discrimination against FAA program beneficiaries on the grounds of age. The Civil Rights Restoration Act of 1987, Pub. L. No.100–259, specifies that recipients of federal funds must comply with civil rights laws in all areas, not just in the particular program or activity that received federal funding.

**POLICY:** The Authority will not exclude any person from participation, deny the benefits of, or otherwise subject any person to discrimination under any program or activity of the Authority on the grounds of race, color, national origin, sex, creed, or age. The Authority will take the following steps to ensure compliance with Title VI and other related regulations or guidelines:

- A. Designate a Title VI Coordinator to coordinate Title VI compliance.
- B. Inform the public of their rights under Title VI.
- C. Ensure nondiscrimination in any of its operations, including but not limited to, services provided by employees, contractors, concessionaires, lessees, tenants, or fixed based operators.
- D. Ensure applicable procurement documents and contracts include a clause regarding nondiscrimination obligations.

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E.    Adopt and publish complaint procedures providing for prompt and equitable resolution of grievances arising under Title VI and the reporting of such complaints to FAA.