



YOUR RIGHTS UNDER TITLE VI

Title VI of the Civil Rights Act of 1964 is a federal law that protects individuals and groups from discrimination on the basis of their race, color, and national origin in programs and activities that receive federal financial assistance. Reference to Title VI includes other civil rights provisions of federal statutes and related authorities to the extent that they prohibit discrimination in programs and activities receiving federal financial assistance.

Title VI Compliance

Title VI compliance is a situation where a recipient has effectively implemented all of the Title VI requirements or can demonstrate that every good faith effort has been made toward achieving this end.

Recipient Defined

A recipient is any state, territory, possession, political subdivision, instrumentality, public or private agency, organization, entity or individual to whom federal financial assistance is extended either directly or through another recipient, or transferee, but not the ultimate beneficiary of a program or activity. The Missouri State Highway Patrol (MSHP) is a recipient of federal financial assistance and complies with Title VI of the Civil Rights Act of 1964 in its programs and activities.

Covered Programs

Programs include any highway, transit, project, program or activity for the provision of services, financial aid, and other benefits. This includes education or training, work opportunities, health, welfare, rehabilitation, housing or other services, whether provided directly by the recipient of financial assistance or other agents, through contracts or other arrangements with the recipient.

Prohibited Discrimination

Discrimination under the MSHP's Title VI program is an act (action or inaction), whether intentional or unintentional, through which a person or group, solely because of race, color, national origin, sex, age, disability, income status, or limited English proficiency, has been otherwise subjected to unequal treatment or disparate impact, under any program or activity receiving federal financial assistance.

Title VI Complaint

A complaint may be filed by any individual or group that believes that they have been subjected to discrimination or retaliation by the MSHP based on their race, color, national origin, sex, age, disability, income status, or limited English proficiency. The complaint may be filed by the affected party or a representative and must be reduced to writing within 180 days of the alleged incident.

Complaint Investigation

Once a complaint is filed with the MSHP's Title VI Program Coordinator, a review will be made to determine if the MSHP has jurisdiction to investigate the issues raised. If the MSHP does not have jurisdiction, the complaint will be forwarded to the appropriate agency. If the MSHP does have jurisdiction, the allegations will be investigated, an attempt will be made to resolve the matter, and corrective action will be taken when necessary.

Prohibited Retaliation

A recipient is prohibited from retaliating against any person because they reported an unlawful policy or practice, or made charges, testified, or participated in any complaint under Title VI. If you believe a recipient has retaliated against you, immediately contact the MSHP's Title VI Program Coordinator to investigate your allegation. Filing a complaint with the MSHP does not prevent an individual or group from seeking remedy through other sources.

For additional information regarding the MSHP's Title VI program or to file a complaint please contact:

Missouri State Highway Patrol
General Headquarters
Attn: Title VI Program Coordinator
1510 East Elm Street
Jefferson City, MO 65101
573-526-6117
EqualOpportunity@mshp.dps.mo.gov
www.statepatrol.dps.mo.gov