

ADOPTIONS TOGETHER



FamilyWorks
Together

**TITLE VI OF THE CIVIL
RIGHTS ACT OF 1964**



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

Title VI of the Civil Rights Act of 1964 is the federal law that protects individuals from discrimination on the basis of their race, color or national origin in programs that receive federal financial assistance.

Title VI Program Commitment

Adoptions Together & FamilyWorks Together will ensure culturally competent services and programs to effectively meet the needs of the children and families served. Adoptions Together & FamilyWorks Together shall ensure a process is in place to provide services and benefits to eligible individuals who, as a result of national origin, are limited in their English proficiency.

Programs Covered by Title VI

Approximately 30 federal agencies provide federal financial assistance in the form of funds, training, and technical and other assistance to state and local governments and non-profit and private organizations. These recipients of federal assistance, in turn, operate programs and deliver benefits and services to individuals, known as beneficiaries, to achieve the goals of the federal legislation that authorized the programs.

All programs, benefits, grants and services provided by Adoptions Together & FamilyWorks Together and Adoptions Together & FamilyWorks Together contractors are bound by this federal law.

Title VI & Limited English Proficiency

The federal government and those receiving assistance from the federal government must take reasonable steps to ensure persons with limited English proficiency have meaningful access to the programs, services, and information those entities provide.



What is Limited English Proficient?

Persons who do not speak English as their primary language and who have a limited ability to read, speak, write or understand English may be limited English proficient.

These individuals may be entitled to language assistance with respect to a particular type of service, benefit or encounter. Adoptions Together & FamilyWorks Together is committed to providing trained and competent interpreters at each stage of representation where oral communication is needed at no charge to the client.

Complying with the Law

Adoptions Together & FamilyWorks Together and all agencies, organizations, or governmental entities operating under its jurisdiction are required to make reasonable steps to ensure meaningful access to their programs and activities by persons with limited English proficiency.

What Practices are Prohibited?

There are many forms of illegal discrimination based on race, color or national origin that can limit the opportunity of minorities to gain equal access to services and programs. Among other things a recipient cannot, on the basis of race, color or national origin, either directly or through contractual means:

- Deny or delay program services, aids, or benefits;
- Provide a different service, aid or benefit, or provide them in a manner different than they are provided to others; or
- Segregate or separately treat individuals in any matter related to the receipt of any services, aid or benefit;
- Exclude individuals with Limited English Proficiency from programs and/or receipt of pertinent information because of language barriers based upon national origin.



How to File a Complaint:

Adoptions Together & FamilyWorks Together is responsible for investigating complaints of discrimination on the basis of race, color, or national origin. If you believe that you, or others protected by Title VI, have been discriminated against, you may file a complaint with Adoptions Together & FamilyWorks Together.

To file a Title VI complaint:

- You must file a written complaint within 180 days to the date of the alleged discrimination.
- Include your name, address and telephone number.
- The complaint should contain the name and address of the agency, institution, or department you believe discriminated against you.
- Include 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.
- Include the names of any persons, if known, Adoptions Together & FamilyWorks Together can contact for clarity of your allegations.

Submit Your Complaint to Either:

Pam Hoehler
Adoptions Together
phoehler@adoptionstogether.org
410-402-1117

DCS Office of Civil Rights Title VI Compliance
315 Deaderick Street 7th Floor
UBS Tower
Nashville, TN 37243