



## TITLE VI PROGRAM

Title VI of the Civil Rights Act of 1964

Environmental Justice

Limited English Proficiency



### What is Title VI?

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the grounds of race, color or national origin under any program or activity receiving Federal financial assistance. Title 49 of the USC section 47123, "Nondiscrimination," further prohibits airports who receive airport improvement program funding from engaging in discrimination based on sex and religion.

Under these laws, airports are required to take affirmative action to ensure that there is nondiscrimination in all of their operations, including but not limited to:

- Their local and state funded contracting programs
- The benefits and services provided by their tenants, air carriers, concessionaires and FBOs
- Employment activities related to programs receiving Federal financial assistance

- The airport's requirement to conspicuously display nondiscrimination posters at their airports, notifying the flying public of their rights
- The airport's obligation to address Environmental Justice and Limited English Proficiency in its planning and operation

### Title VI & Environmental Justice

Executive Order 12898: Federal Action to Address Environmental Justice in Minority Populations and Low-Income Populations was signed on February 11, 1994. The Executive Order states 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 U.S. DOT issued an Order on Environmental Justice (DOT Order 5610.2). This order clarifies and reinforces Title VI responsibilities as well as addresses the effects on low-income and minority 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 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

## Title VI & Limited English Proficiency

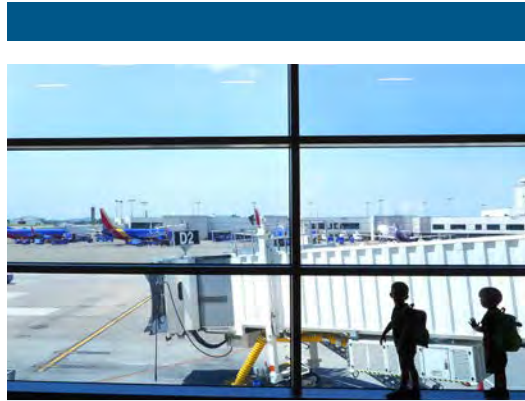
The federal government and those receiving assistance from the federal government must take reasonable steps to ensure that LEP persons have meaningful access to the programs, services and information those entities provide.

### Who is a Limited English Proficient Person?

A limited English proficient person or LEP is a person who does not speak English as their primary language and who have a limited ability to read, speak, write or understand English. 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 of Title VI?

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



## MNAA Commitment

Metropolitan Nashville Airport Authority is committed to ensuring that no person is excluded from participation in, denied the benefits of, or discriminated against under its programs or activities on the basis of race, color or national origin, as provided in Title VI of the Civil Rights Act of 1964, as well as sex and religion as prescribed in Title 49 of the USC § 47123, "Nondiscrimination."



## How to File a Complaint

Complaints must be filed in writing no later than 180 days after the date of the alleged discrimination. A copy of the complaint will be forwarded to the FAA.

The complaint must include the following:

- The complainant's name, address and phone number, optionally email address
- How, why, when and where the complainant believes they were discriminated against. Include as much specific, detailed information as possible about the alleged acts of discrimination.
- The names and contact information of any witnesses
- The complainant's signature and date

The complaint should be sent to the following address:

**MNAA Title VI Coordinator**  
**c/o Business Diversity Development**  
 140 BNA Park Drive, Suite 520  
 Nashville, TN 37214  
 Office: (615) 275-2718

### For a printable complaint form visit:

<https://flynashville.com/wp-content/uploads/2022/11/MNAA-Title-VI-Complaint-Form-2022.pdf>