

- Environmental Justice (EJ) means identifying and addressing disproportionately high and adverse effects of the agency's programs, policies, and activities on minority populations and low-income populations to achieve an equitable distribution of benefits and burdens. This includes the full and fair participation by all potentially affected communities in the transportation decision-making process.

NDDOT has integrated EJ requirements into its programs, policies, and activities in its Title VI/ Nondiscrimination and ADA Program and its Environmental Documentation process. NDDOT's Environmental Documentation process contains environmental justice measures such as public involvement/meetings, social impacts, economic impacts, and low-income and minority living areas impacts.

NDDOT's "Environmental Documentation" process is located in the NDDOT Design Manual, Chapter II, Section 2, at <http://www.dot.nd.gov/manuals/design/designmanual/Chapter%202.pdf>

- NDDOT developed a Limited English Proficiency Plan to help identify reasonable steps for providing language assistance to individuals with limited English proficiency (LEP) who wish to access services provided. NDDOT's Limited English Proficiency Plan is located on the Title VI/Nondiscrimination and ADA Program webpage at <http://www.dot.nd.gov/divisions/civilrights/titlevi.htm>

Public Involvement

NDDOT's Public Involvement Plan provides the public with information and requests their participation in the transportation decision-making process from early planning to post construction. NDDOT takes the steps necessary to reach all populations including minority and low-income populations through publishing announcements of public hearings/meetings, programs and services, and other activities in local newspapers, media, minority media, mailings/emails, advocacy groups, and other public sources. Additional notifications to the public may include posting of fliers or brochures at local libraries, community centers, local businesses, local government offices, and places of worship.

Who May File A Complaint?

Any person or any specific class of persons, by themselves or by a representative, that believe they have been subjected to discrimination or retaliation prohibited by Title VI of the Civil Rights Act of 1964 (Title VI) and related statutes, may file a complaint.

How To File A Complaint

Complainants should complete and sign NDDOT's External Complaints of Discrimination form and file by mail, fax, in person, or email. Complaints must be filed within 180 calendar days of the last date of the alleged discrimination.

The External Complaints of Discrimination form includes instructions to file a complaint and processing information. The form is available in English (SFN 51795) or Spanish (SFN 51795S) at the following location: <http://www.dot.nd.gov/divisions/civilrights/titlevi.htm>

Complainants may contact NDDOT for assistance in filing a complaint.

For additional information, the Title VI/Nondiscrimination and ADA Program Implementation Plan is available at the following location: <http://www.dot.nd.gov/divisions/civilrights/titlevi.htm>

Contact Us

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Title VI/Nondiscrimination and ADA Program

Title VI of the Civil Rights Act of 1964
Environmental Justice
Limited English Proficiency
Americans with Disabilities Act



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

Title VI is the federal law that prohibits discrimination based on race, color, or national origin in programs and activities receiving Federal financial assistance. 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.” In addition to Title VI, there are other Nondiscrimination statutes that afford legal protection.

Environmental Justice (EJ)

In 1994, Executive Order (E.O.12898) and subsequent orders directed each federal agency to develop an agency-wide strategy to implement its requirements which includes items that reflect US DOT’s commitment to EJ principles and integrating those principles into DOT programs, policies, and activities.

Limited English Proficiency (LEP)

In August of 2000, E.O. 13166, “Improving Access to Services for Persons with Limited English Proficiency” directed implementation of protections afforded by Title VI.

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

Americans with Disabilities Act (ADA)

The primary purpose of the ADA Program is to ensure that pedestrians with disabilities have an equal opportunity to use the public rights-of-way in the transportation system. State and local entities that are responsible for roadways and pedestrian facilities need to ensure that they do not discriminate based on disability in any highway transportation program, activity, service, or benefit they provide to the public.



Title VI/Nondiscrimination and ADA Program

The Civil Rights Division ensures compliance with Title VI of the Civil Rights Act of 1964 and related nondiscrimination statutes. NDDOT’s Implementation Plan is a process document outlining the program and includes the required key elements set out by Federal Highway Administration (FHWA) and Federal Transit Administration (FTA). Some of the key elements include the following:

- NDDOT signs Assurances and agrees to comply with the statutory/regulatory authorities as a condition of receiving Federal financial assistance from the U.S. DOT through the FHWA and FTA.
- The Title VI/Nondiscrimination and ADA Policy states that NDDOT is committed to and supports taking all steps to ensure that no person or groups of persons shall, on the ground of race, color, national origin, sex, age, disability, limited English proficiency, or income status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by NDDOT, its recipients, sub recipients, and contractors.
- Sub recipients may be local governments, transit agencies, or other entities who receive federal funds through NDDOT. NDDOT’s sub recipients are required to take the steps necessary to ensure nondiscrimination in all of their programs, services, and activities. NDDOT provides sub recipients information to develop their Title VI Programs and conducts program reviews to ensure compliance.
- All Federal contracts must include Title VI contract assurance language which requires compliance with Title VI of the Civil Rights Act of 1964.

