



# LAP Nondiscrimination Handbook – Attachment A

## Authorities and Resources



Authority	Description
<a href="#">20 United States Code (U.S.C.) 1681et seq., Civil Rights Restoration Act of 1987</a>	clarifying congressional intent to prohibit discrimination in all programs and activities of federal aid recipients, regardless of whether or not they are federally assisted
<a href="#">23 U.S.C. 324, Highway Act of 1973</a>	adding sex as a protected class and authorizing use of Title VI enforcement measures to sex discrimination
<a href="#">29 U.S.C. 701 et seq., Section 504 of the Rehabilitation Act of 1973</a>	prohibiting discrimination based on disability in federal funded programs or services
<a href="#">42 U.S.C. 2000d-2000d-7, Title VI of the Civil Rights Act of 1964</a>	providing that no person in the United States shall, on the grounds of race, color, or national origin, be excluded from, participation in, or be denied the benefits of, or be subjected to discrimination under any program, or activity receiving Federal financial assistance
<a href="#">42 U.S.C. 6101 et seq., Age Discrimination Act of 1975</a>	prohibiting discrimination based on age in any federally funded program or activity
<a href="#">42 U.S.C. 12131 et seq., American with Disabilities Act of 1990</a>	prohibiting discrimination based on disability in programs or services operated by government entities
<a href="#">23 C.F.R. Part 200 et seq., State Transportation Agency Nondiscrimination</a>	codified Title VI for FHWA programs, services and activities
<a href="#">49 C.F.R. Part 21 et seq., Nondiscrimination in DOT Assisted Programs</a>	codifies Title VI for US DOT programs, services and activities
<a href="#">49 C.F.R. Part 26, Disadvantaged Business Enterprise (DBE)</a>	establishes the federal guidelines for DBE participation in U.S. Department of Transportation funded contracts
<a href="#">49 C.F.R. Part 27, Nondiscrimination Based on Disability in US DOT Assisted Programs</a>	codifies ADA/504 for US DOT programs, services and activities
<a href="#">Executive Order 12898</a>	directing federal agencies to address disproportionately high and adverse human health or environmental effects in programs, policies, and activities on minority populations and low-income populations (1994)
<a href="#">Executive Order 13166</a>	requiring federal agencies to improve access to programs and services for those who are limited English proficient and to provide guidance to federal aid recipients on taking reasonable steps to provide meaningful access for those who LEP (2004)
<a href="#">DOT Environmental Justice Order 5610.2(a)</a>	reaffirming DOT commitment to EJ and providing steps to prevent and/or address disproportionately high and adverse effects to minority or low-income populations through Title VI analyses and environmental justice analyses conducted as part of Federal transportation planning and NEPA provisions (2012)
<a href="#">FHWA Environmental Justice Order 6640.23A</a>	providing the FHWA policies and procedures for use in complying with EO 12898 (2012)
<a href="#">Disadvantaged Business Enterprise Program Plan, Florida Department of Transportation</a>	Required document specifying how FDOT complies with 49 CFR 26
<a href="#">Limited English Proficiency Plan, Florida Department of Transportation</a>	FDOT's master LEP document from which Districts develop specific strategies based regional demographics.

<b>Resource</b>	<b>Location</b>	<b>Description</b>
<b><i>FDOT's LAP Program - webpage</i></b>	<a href="http://www.dot.state.fl.us/specificationsoffice/LAP/Default.shtm">http://www.dot.state.fl.us/specificationsoffice/LAP/Default.shtm</a>	Everything you need to know about the LAP program along with links to LAPIT and quick-reference resources
<b><i>Title VI, ADA/504 and Contract Compliance E Learning – web CBTs</i></b>	<a href="http://www.fhwa.dot.gov/resourcecenter/teams/civilrights/title_vi_etraining/index.swf">http://www.fhwa.dot.gov/resourcecenter/teams/civilrights/title_vi_etraining/index.swf</a> <a href="http://www.fhwa.dot.gov/resourcecenter/teams/civilrights/ada_sect_504/Index.html">http://www.fhwa.dot.gov/resourcecenter/teams/civilrights/ada_sect_504/Index.html</a> <a href="http://www.fhwa.dot.gov/resourcecenter/teams/civilrights/contractor_compliance/index.htm">http://www.fhwa.dot.gov/resourcecenter/teams/civilrights/contractor_compliance/index.htm</a>	Excellent annual training tools for Title VI, ADA and minimum contract compliance requirements.
<b><i>How to Engage Low-Literacy and Limited-English-Proficiency Populations in Transportation Decisionmaking</i></b>	<a href="http://www.fhwa.dot.gov/planning/publications/low_limited/lowlim01.cfm">http://www.fhwa.dot.gov/planning/publications/low_limited/lowlim01.cfm</a>	The best of its kind and a must read for all practitioners. Documented outreach to and solicitation of information from underserved populations is one of nondiscrimination essentials.
<b><i>Going Public: Involving Communities in Transportation Decisions</i></b>	<a href="http://onlinepubs.trb.org/onlinepubs/trnews/trnews220.pdf">http://onlinepubs.trb.org/onlinepubs/trnews/trnews220.pdf</a>	TRB's Public Involvement Primer – 52 pages of everything you need to effectively engage underserved populations in transportation.
<b><i>FHWA Title VI/Nondiscrimination – webpage</i></b>	<a href="http://www.fhwa.dot.gov/civilrights/programs/tvi.cfm">http://www.fhwa.dot.gov/civilrights/programs/tvi.cfm</a>	Need a fast look at minimum program requirements? This webpage gives a quick overview of the FHWA's Title VI/Nondiscrimination Program.
<b><i>FTA Title VI of the Civil Rights Act of 1964 - webpage</i></b>	<a href="http://www.fta.dot.gov/civilrights/12328.html">http://www.fta.dot.gov/civilrights/12328.html</a>	FTA's revised Title VI Circular and other helpful information on complying with nondiscrimination requirements in FTA funded programs, services and activities.
<b><i>TRB's Title VI Best Practices</i></b>	<a href="http://onlinepubs.trb.org/onlinepubs/nchrp/nchrp_rrd_340.pdf">http://onlinepubs.trb.org/onlinepubs/nchrp/nchrp_rrd_340.pdf</a>	Who is keeping track of strong nondiscrimination practices across the country? TRB is – check it out.
<b><i>LEP Guidance</i></b>	<a href="http://www.lep.gov">http://www.lep.gov</a>	An enormous collection of resources for providing meaningful access to those who do not speak English proficiently.
<b><i>I Speak Card</i></b>	<a href="http://www.lep.gov/ISpeakCards2004.pdf">http://www.lep.gov/ISpeakCards2004.pdf</a>	From the US Census Bureau – can be printed, laminated and used at front desks and in maintenance vehicles.
<b><i>US DOJ Title VI Handbook</i></b>	<a href="http://www.justice.gov/crt/grants_statutes/legalman.php">http://www.justice.gov/crt/grants_statutes/legalman.php</a>	'Da Rules' and some pretty good ideas, too.
<b><i>FDOT's Title VI Resource List</i></b>	<a href="http://www.dot.state.fl.us/equalopportunityoffice/titleviresourcedirectory.shtm">http://www.dot.state.fl.us/equalopportunityoffice/titleviresourcedirectory.shtm</a>	FDOT's own list of required reading . . . where the experts turn for guidance.
<b><i>FDOT's Title VI Implementation Plan</i></b>	<a href="http://www.dot.state.fl.us/equalopportunityoffice/TitleVI/2013%20FDOT%20T6%20Implementation%20Plan.pdf">http://www.dot.state.fl.us/equalopportunityoffice/TitleVI/2013%20FDOT%20T6%20Implementation%20Plan.pdf</a>	Ever wonder how FDOT implements its own nondiscrimination program? This is it!

<b><i>FDOT's Policy</i></b>	<a href="http://www.dot.state.fl.us/equalopportunityoffice/TitleVI/Title%20VI%20Procedure.pdf">http://www.dot.state.fl.us/equalopportunityoffice/TitleVI/Title%20VI%20Procedure.pdf</a>	Updated from time to time but the structure remains the same. Serves as FDOT's commitment to its public.
<b><i>SCDOT's Business Development Webpage</i></b>	<a href="http://www.scdot.org/doing/businessDevelop_DBE.aspx">http://www.scdot.org/doing/businessDevelop_DBE.aspx</a>	As comprehensive as it gets . . . a great way for LPAs to learn more about commitment to business development.
<b><i>FDOT's Title VI Assurance</i></b>	<a href="http://www.dot.state.fl.us/equalopportunityoffice/TitleVI/FDOT_Title_VI_Assurance.pdf">http://www.dot.state.fl.us/equalopportunityoffice/TitleVI/FDOT_Title_VI_Assurance.pdf</a>	Like local agencies, FDOT must also sign a nondiscrimination assurance, DOT 1050.2. This is the current document in place.
<b><i>FHWA's Resource Center Webpage</i></b>	<a href="http://www.fhwa.dot.gov/resourcecenter/teams/civilrights/dbe.cfm">http://www.fhwa.dot.gov/resourcecenter/teams/civilrights/dbe.cfm</a>	Lists best practices nationally.
<b><i>Sub-Recipient Guide to Title VI Implementation</i></b>	<a href="http://www.dot.state.fl.us/equalopportunityoffice/TitleVI/Sub-recipientBrochurefinal.pdf">http://www.dot.state.fl.us/equalopportunityoffice/TitleVI/Sub-recipientBrochurefinal.pdf</a>	A concise pamphlet published by the Southern States Transportation Civil Rights Council. Includes everything you need to get started.
<b><i>ADA Standards</i></b>	<a href="http://www.access-board.gov/guidelines-and-standards/buildings-and-sites/about-the-ada-standards/ada-standards">http://www.access-board.gov/guidelines-and-standards/buildings-and-sites/about-the-ada-standards/ada-standards</a>	One stop shop for ADA requirements – program to project.
<b><i>FDOT's ADA webpage</i></b>	<a href="http://www.dot.state.fl.us/projectmanagementoffice/ADA/">http://www.dot.state.fl.us/projectmanagementoffice/ADA/</a>	Recognized best practice and everything you need for compliance with ADA/504.
<b><i>DOJ/DOT Joint Technical Assistance on alterations vs. maintenance</i></b>	<a href="http://www.ada.gov/doj-fhwa-ta.htm">http://www.ada.gov/doj-fhwa-ta.htm</a>	When are curb ramps required as part of road projects? What constitutes an alteration? You'll find clear, unambiguous answers here!
<b><i>FHWA HEP EJ Overview - webpage</i></b>	<a href="http://www.fhwa.dot.gov/environment/environmental_justice/overview/">http://www.fhwa.dot.gov/environment/environmental_justice/overview/</a>	An old favorite, the webpage provides a nice look at the history of EJ and its nexus with Title VI.
<b><i>ADA for Small Towns</i></b>	<a href="http://www.ada.gov/smtown.htm">http://www.ada.gov/smtown.htm</a>	One of a kind – DOJ guidance for smaller cities and towns that need tips for compliance on a limited budget.
<b><i>ADA Title II Technical Assistance Manual</i></b>	<a href="https://www.fhwa.dot.gov/civilrights/programs/ada_sect504qa.cfm">https://www.fhwa.dot.gov/civilrights/programs/ada_sect504qa.cfm</a>	The closest thing to line-by-line compliance information available from the agency with original jurisdiction for ADA enforcement.

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