



**COMMERCIAL MOTOR VEHICLE  
OCCUPATIONAL SAFETY TRAINING (CMVOST):  
INTERSECTION  
WITH THE TITLE VI PROGRAM**

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# Title VI Program Introduction

- All Federal Motor Carrier Safety Administration (FMCSA) grantees are required to develop and implement a Title VI Program;
- The FMCSA has approved Collin College's Title VI Program Compliance Plan;

# Title VI Program Introduction (Cont'd)

- FMCSA requires each grant applicant to submit an approved plan with the grant application;
- The approved plan includes a signed and dated Title VI Program Assurance;
- All CMVOST training-related activities are covered by the requirements of Title VI as Collin College is a recipient of federal funds (Civil Rights Restoration Act of 1987).

# Title VI Program Assurance

- Dr. Sherry Schumann has signed the FMCSA Title VI Program Assurance on behalf of Collin College;
- The FMCSA Title VI Program includes not only Title VI of the Civil Rights Act of 1964, but also related nondiscrimination authorities;

# Title VI Program Assurance (Cont'd)

- Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, and national origin;
- Federal-Aid Highway Act of 1973 prohibits discrimination on the basis of sex;
- Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs or activities;

# Title VI Program Assurance (Cont'd)

- Section 504 of the Rehabilitation Act of 1973 prohibits discrimination on the basis of disability;
- The Age Discrimination Act of 1975 prohibits discrimination on the basis of age;
- Americans with Disabilities Act of 1990 prohibits discrimination on the basis of disability;

# Title VI Program Assurance (Cont'd)

- Executive Order #12898 (Environmental Justice) ensures nondiscrimination against minority and low income populations;
- Executive Order #13166 (Limited English Proficiency) provides reasonable accommodations to persons who do not speak English as their primary language (\*See U.S. DOT's "*Policy Guidance Concerning Recipients' Responsibilities to Limited English Proficient (LEP) Persons*" dated December 14, 2005).



# Title VI Program Assurance (Cont'd)

- LEP requirements apply to all motorist licensure and motor vehicle registration activities **except** for the following two situations:
  - 1) Commercial Driver's License (CDL) Knowledge Test – By FMCSA regulation, an interpreter may not interpret the knowledge test for a CDL applicant; and
  - 2) CDL Skills Test – By FMCSA regulation, an interpreter may not interpret during the skills test.

# Training Recruitment Activities

- Training recruitment activities are to be conducted without regard to an applicant's race, color, national origin, sex, age, disability, income-level, or LEP;
- Training recruitment activities include all application activities associated with the training course conducted by Collin College.

# Training Implementation Activities

- Training implementation activities are to be conducted without regard to a participant's race, color, national origin, sex, age, disability, income-level, or LEP;
- Training implementation activities include all training course-related activities conducted by Collin College.

## Public Notice of Title VI Program Rights

- Collin College has posted hard copy a Public Notice of Title VI Program Rights at facilities accessed by members of the public.
- Collin College has also uploaded the Public Notice of Title VI Program Rights to Collin College's website.

# Complaint Process

- Members of the public (including students) may file complaints alleging discrimination on the basis of race, color, national origin, sex, age, disability, income-level and limited English proficiency (LEP).
- Please note that complaints filed by students with “sex” as the basis for the complaint are considered to be Title IX complaints;

# Complaint Process(Cont'd)

- Collin College has a standard operating procedure (SOP) to address complaints filed by members of the public, which may be accessed at [Complaint Information and Forms](#).
- Collin College's Title VI program coordinator is responsible for ensuring that a complaint filed by a member of the public (including students) is addressed appropriately.

# Complaint Process(Cont'd)

- The Complaint process includes the following steps:
  - Intake;
  - Dismiss or Investigate Complaint;
  - Report of Investigation;
  - Determination;
  - Notification to Complainant.

## Complaint Process(Cont'd)

- Please contact your Title VI Program Coordinator for more information;
- Collin College's Title VI Program Coordinator is Terrence Brennan, and may be contacted at [Tbrennan@Collin.edu](mailto:Tbrennan@Collin.edu) or 972-881-5734.