



Santa Cruz County Regional Transportation Commission Nondiscrimination Notice to Beneficiaries

Your Rights Against Discrimination under Title VI of the Civil Rights Act of 1964 and other Antidiscrimination laws

The Santa Cruz County Regional Transportation Commission (SCCRTC) strives to provide meaningful access to its programs, services, and activities to all individuals. The RTC operates its programs and services without regard to race, color, national origin, disability, sex, age, gender, sexual orientation, religious creed, ancestry, veteran or socioeconomic status in accordance with Title VI of the Civil Rights Act, the Americans with Disabilities Act (ADA) and other antidiscrimination laws and regulations (see Attachment 1) and RTC policies throughout its planning and decision-making processes. **Any person who believes they have been aggrieved by any unlawful discriminatory practice under state or federal nondiscrimination regulations, including Title VI or the ADA, may file a complaint with RTC.**

For more information on RTC's Nondiscrimination Civil Rights the procedures or to file a discrimination complaint, go online at <https://sccrtc.org/about/title-vi-civil-rights-program/>, see RTC's Discrimination Complaint Procedures (Appendix 2) and Discrimination Complaint Form (Appendix 3) of the *RTC's Nondiscrimination Plan* and contact:

RTC Nondiscrimination/Title VI/ADA Coordinator
1101 Pacific Avenue, Suite 250
Santa Cruz, CA 95060
(831) 460-3200
info@sccrtc.org
<https://www.sccrtc.org/about/title-vi-civil-rights-program/>

A complainant may also file a complaint directly with the Caltrans Office of Civil Rights at Title.VI@dot.ca.gov; Federal Transit Administration Civil Rights Division (Attention: Complaint Team East Building, 5th Floor – TCR) at 1200 New Jersey Avenue, SE, Washington, DC 20590; or Federal Highway Administration, U.S.DOT Office of Civil Rights, 1200 New Jersey Avenue SE, 8th Floor E81-105, Washington, DC 20590.

This notice is posted in the RTC office, 1101 Pacific Avenue, Suite 250, Santa Cruz, CA and on the RTC website: www.sccrtc.org. A summarized version of this notice will also be included in RTC meeting agendas.

Attachment 1: Pertinent Federal Nondiscrimination Authorities

As a recipient of United States Department of Transportation (USDOT) funding, the RTC is explicitly required to comply with and enforce certain nondiscrimination requirements in the award and administration of USDOT-funded contracts and procurements. This includes, but is not limited to the following:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects;
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), prohibits discrimination on the basis of sex;
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 U.S.C. § 471, Section 47123), as amended, prohibits discrimination based on race, creed, color, national origin, or sex;
- The Civil Rights Restoration Act of 1987, (PL 100-209), Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not;
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131 – 12189) as implemented by Department of Transportation regulations 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration’s nondiscrimination statute (49 U.S.C. § 47123) prohibits discrimination on the basis of race, color, national origin, and sex;
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures discrimination against minority populations by discouraging programs,

policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;

- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, agencies and contractors must take reasonable steps to ensure that LEP persons have meaningful access to programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination because of sex in education programs or activities (20 U.S.C. 1681 et seq)



Nondiscrimination Policy

Santa Cruz County Regional Transportation Commission

Adopted February 6, 2025

It is the policy of the Santa Cruz County Regional Transportation Commission (RTC) that no person shall on the grounds of race, color, national origin, limited English proficiency, sex, disability, or age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any operation of the RTC as provided by Title VI of the Civil Rights Act of 1964 and related statutes and regulations. The SCCRTC will additionally conduct its work without unlawful discrimination on the grounds of religious creed, sexual orientation, gender identity, ancestry, veteran's or socio-economic status throughout its planning and decision-making processes. The RTC strives to provide meaningful access to its programs, services, and activities to all individuals.

This policy applies to all operations of the RTC, including its employees, affiliates, contractors and anyone who acts on behalf of the RTC. This policy also applies to the operations of any department or agency to which the RTC extends federal financial assistance. Federal financial assistance includes grants, training, use of equipment, donations of surplus property, and other assistance.

Prohibited discrimination may be intentional or unintentional. Seemingly neutral acts that have disparate impacts on individuals of a protected group and lack a substantial legitimate justification are a form of prohibited discrimination. Harassment and retaliation are also prohibited forms of discrimination.

Examples of prohibited types of discrimination based on race, color, national origin, sex, disability, or age include: Denial to an individual any service, financial aid, or other benefit; Distinctions in the quality, quantity, or manner in which a benefit is provided; Segregation or separate treatment; Restriction in the enjoyment of any advantages, privileges, or other benefits provided; Discrimination in any activities related to transportation planning, programming, and project implementation, or transportation infrastructure or facilities built or repaired; and Discrimination in employment.

Title VI compliance is a condition of receipt of federal funds. The RTC shall adhere to policies that prevent discrimination in the provision of its services to the public. The RTC shall collect and analyze demographic data to identify and address potential inequities. The RTC's Nondiscrimination/Title VI Coordinator is authorized to ensure compliance with this policy, Title VI of the Civil Rights Act of 1964, 42 U.S.C § 2000d and related statutes, and the requirements of 23 Code of Federal Regulation (CFR) pt. 200 and 49 CFR pt. 21.