

FILING A TITLE VI COMPLAINT

Any person who believes they have, individually or as a member of a protected class of persons, been subjected to discrimination on the basis of race, color, national origin, sex, age, or disability, has the right to file a formal complaint and to have that complaint investigated. Complaints must be submitted within 180 days following the date of the alleged occurrence. Complaints may be submitted to any agency employee. Any employee receiving a complaint of discrimination must forward the complaint to the agency's Title VI Coordinator within 3 days of receipt. Alternatively, complaints may be submitted directly to the agency's Title VI Coordinator. Contact information for the Title VI Coordinator is provided in this brochure with additional information and a complaint form provided on the agency's website.

Any complaint submitted should contain contact information and accurate details concerning the allegations of discrimination. Individuals alleging discrimination by a federal financial assistance subrecipient of the Kentucky State Police also have the option of filing a complaint directly with the subrecipient.

The Kentucky State Police does not discriminate on the basis of race, color, national origin, sex, age, or disability. Upon request, reasonable accommodations are available, including auxiliary aids and services, to afford an individual with a disability an equal opportunity to participate in all programs and activities. To request materials in an alternate format, contact the agency Title VI Coordinator using the contact information listed in this brochure.

Hearing and speech impaired persons can contact the agency by using the Kentucky Relay Service, a toll-free communication device for the deaf (TDD). For voice to TDD, call **800-648-6057**. For TDD to voice, call **800-648-6056**.

TITLE VI PROGRAM RIGHTS

The Kentucky State Police gives public notice of its policy to uphold and assure full compliance with the non-discrimination requirements of Title VI of the Civil Rights Act of 1964 and related nondiscrimination authorities, including Chapter 344 of the Kentucky Revises Statutes. Title VI and related nondiscrimination authorities require that no person in the United States of America shall, on the grounds of race, color, national origin, sex, age, or disability, be excluded from the participation in, be denied the benefits of, or be otherwise subjected to, discrimination under any program or activity receiving Federal financial assistance.

Any person who desires more information regarding the Kentucky State Police's Title VI Program can contact its Title VI Coordinator, the Human Resources Branch Manager, at the address or phone number noted below.

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Human Resources Branch Manager
919 Versailles Road
Frankfort, KY 40601
Phone: (502) 782-1800

DID YOU KNOW?



TITLE VI & FMCSA INCLUSIONS

Title VI and related nondiscrimination authorities prohibit discrimination by agencies receiving federal financial assistance, including the Kentucky State Police. By law, these protections apply to all agency functions, not only those functions directly receiving federal financial assistance.

TEAM
KENTUCKY

JUSTICE AND
PUBLIC SAFETY CABINET

EQUAL OPPORTUNITY EMPLOYER

TITLE VI OF THE CIVIL RIGHTS ACT & FMCSA INCLUSIONS

WHAT IS TITLE VI?

Title VI of the Civil Rights Act of 1964 is a federal law that protects people from discrimination based on race, color or national origin in connection with programs and activities that receive federal financial assistance. The law states:

No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied benefits of, or be subject to, discrimination under any program or activity receiving federal financial assistance.

Related federal and state nondiscrimination authorities, including Chapter 344 of the Kentucky Revised Statutes (KRS), also provide protections against discrimination based on sex, age, or disability. As a recipient of federal financial assistance, the provisions of Title VI and related nondiscrimination authorities apply to the Kentucky State Police and its contractors and subrecipients.

TITLE VI RESPONSIBILITIES

To ensure compliance with Title VI and related nondiscrimination authorities, KRS 344.015 requires state agencies to develop Title VI implementation plans and to submit annual compliance reports to the state Auditor of Public Accounts. All employees of the Kentucky State Police have a duty to provide program benefits and services in a nondiscriminatory manner. This requirement also applies to businesses and other entities receiving federal financial assistance through subawards or contracts. The Kentucky State Police is committed to serving all Kentuckians in a nondiscriminatory manner.

WHAT IS DISCRIMINATION?

According to KRS 344.010, discrimination is defined as:

"...any direct or indirect act or practice of exclusion, distinction, restriction, segregation, limitation, refusal, denial, or any other act or practice of differentiation or preference in the treatment of a person or persons, or the aiding, abetting, inciting, coercing, or compelling thereof made unlawful under this chapter."

Discrimination limits equal access to services, opportunities, or other benefits offered to the public. Some examples of illegal discriminatory practices under Title VI and related nondiscrimination authorities include:

- Denying any person services, opportunities, or other benefits for which they are qualified
- Providing any service or benefit to a person that is different, or which is provided in a different manner, from that which is provided to others
- Subjecting a person to segregated or separate treatment related to receipt of a service
- Restricting a person in the enjoyment of services and other benefits provided to others
- Administering a program in a way that limits participation by any group of recipients or subjecting them to discrimination
- Subjecting some people to additional or discriminatory barriers not imposed upon others
- Permitting discriminatory activity in a facility funded, in whole or in part, with federal funds
- Failing to advise the eligible population about the existence of the program that can serve them

- Locating a facility in a way that would limit or impede access to a service or benefit
- Enforcing laws or regulations differently in minority and non-minority areas
- Discrimination or bias in an agency's selection of contractors
- Receiving federal funds for a project, but only using the funds for projects in non-minority areas

The Kentucky State Police (KSP) is a recipient of federal financial assistance and is required to be fully compliant with Title VI and related nondiscrimination authorities. KSP's Title VI program ensures no person shall be excluded from participation in, denied the benefits of, or be subjected to discrimination under any program or activity on the grounds of race, color, national origin, sex, age, or disability. Many discrimination issues not covered under Title VI specifically are covered under other laws and regulations, including Chapter 344 of the Kentucky Revised Statutes.

FOR MORE INFORMATION

Contact information the Title VI Coordinator:

Human Resources Branch Manager
919 Versailles Road
Frankfort, KY 40601
Phone: (502) 782-1800

Title VI program information, including this brochure and a complaint form, can be found on the Kentucky State Police website at:

<https://www.kentuckystatepolice.ky.gov/public-notice-of-title-vi-program-rights/>