

DTSC Civil Rights Policy Framework

Last updated 4/24/17

I. POLICY STATEMENT

(From DTSC OP-0025) DTSC is committed to the principle of equal opportunity and equitable service for all individuals in the State of California. DTSC has and will continue to meet the intent and provisions of both Title VI of the Civil Rights Act of 1964, as amended, and Government Code section 11135. Combined, Title VI and Government Code section 11135 require that no person in the United States shall be excluded from participation, denied the benefits of, or otherwise be subjected to discrimination on the basis of ethnic group identification, religion, age, sex, color, race, national origin, or physical or mental disability in any program or activity undertaken by DTSC. In addition, DTSC will use its best effort to ensure that those entities that receive federal or state funding from DTSC comply with Title VI and/or Government Code section 11135.

II. GUIDANCE/PURPOSE AND AUTHORITY

1. Title VI of Civil Rights Act of 1964
2. Executive Order 13166
3. Title VI – Kettleman Agreement
4. U.S. EPA Title VI Limited English Proficiency Guidance (69 Federal Register 3560)
5. U.S. EPA External Civil Rights Compliance Toolkit
6. Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons (67 Federal Register 41455)
7. Dymally-Alatorre Bilingual Services Act
8. California Government Code Section 7290-7299.8
9. California Government Code Section 11135

III. DEFINITIONS / QUALIFIED TERMINOLOGY

1. Definitions regarding language and terminology used in policy draft
2. Qualified legal and code terminology

IV. PROCEDURES

1. Reporting
2. Reviewing
3. Investigation Process
4. Confidentiality
5. Training, Communication plans/approach

WORKING DRAFT

V. ROLES AND RESPONSIBILITIES

1. Employee accountabilities
 - a. Training
 - b. Practices
 - c. Procedures

2. Manager and Supervisor accountabilities
 - a. Education
 - b. Leadership/guidance
 - c. Facilitation of change

VI. COMPLAINT FORM

VII. PROGRAM RESOURCES

VIII. RELATED DOCUMENTS

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