

Welcome message from the Tampa-Hillsborough Expressway Authority

Thank you for visiting the Tampa-Hillsborough Expressway Authority (THEA) Title VI/Nondiscrimination Program webpage. The primary focus of the program is to ensure THEA and its sub-recipients prevent discrimination and ensure nondiscrimination in all programs and activities, whether those programs and activities are federally or non-federally funded.

We are readily available to provide you with technical assistance, resources, guidance, and all other information as it relates to Title VI of the Civil Rights Act of 1964 and other nondiscrimination authorities. Please feel free to contact our office for immediate assistance.

Deborah Northington
Administrative Services Manager

PROGRAM OVERVIEW

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color or national origin in programs or activities receiving federal financial assistance. Presidential Executive Order 12898 addresses environmental justice in minority and low-income populations. Presidential Executive Order 13166 addresses services to those individuals with limited English proficiency. The rights of women, the elderly and the disabled are protected under related authorities. These Presidential Executive Orders and the related authorities fall under the umbrella of Title VI.

THEA's Title VI Program is responsible for providing leadership, direction and policy to ensure compliance with Title VI of the 1964 Civil Rights Act and related authorities. THEA is proud of its longstanding policy to ensure that social impacts to communities and people are recognized early and continually throughout the transportation decision-making process.

TITLE VI/NONDISCRIMINATION PROGRAM - POLICY STATEMENT

It is the policy of the Tampa-Hillsborough Expressway Authority, under Title VI of the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; Age Discrimination Act of 1975; Section 324 of the Federal-Aid Highway Act of 1973; Civil Rights Restoration Act of 1987; and related statutes and regulations, that no person in the United States shall, on the basis of race, color, national origin, sex, age, disability/handicap, or income status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination or retaliation under any federally or non-federally funded program or activity administered by the THEA or its sub-recipients.

To comply with this policy, THEA as well as the THEA's sub-recipients, will be responsible for making a good faith effort to ensure that this policy is carried out in their respective program areas.

The authority to develop, maintain, implement, and monitor this policy is delegated to the Administrative Services Manager.