

## **Basic components of Civil Rights Law and required policies for compliance review:**

### **Laws**

1. Title VI of the Civil Rights Act of 1964 No person in the United States shall, on the grounds of race, color, religion, sex or national origin, , be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving federal financial assistance.

2. Title IX – Education Amendments of 1972 No person in the United States, shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

3. Rehabilitation Act of 1973 Prohibits discrimination against individuals with disabilities in any program receiving federal assistance; also prohibits discrimination against beneficiaries of federal assistance.

- Section 503 –in employment
- Section 504 – in programs
- Section 508 – in access to electronic and information technology

4. Americans with Disabilities Act of 1990, as Amended 2008 Federal antidiscrimination statute designed to remove barriers which prevent qualified individuals with disabilities from enjoying the same employment opportunities and program services that are available to persons without disabilities.

5. Executive Order 13166 Improving Access to Services for Persons with Limited English Proficiency. Under Title VI and federal agency regulations implementing Title VI, recipients of federal financial assistance have a responsibility to make reasonable steps to provide Limited English Proficiency (LEP) individuals with meaningful access to their programs and activities.

6. USDA Regulation 7 CFR 15 Any recipient of federal financial assistance, regardless of the amount, is subject to civil rights reviews. Further, the primary recipient of federal financial assistance is responsible for civil rights administration where the primary recipient has extended the financial assistance to another recipient.

Please see other side for policies and review resources.

## **Policies**

1. Policy of nondiscrimination (includes Federal, NYS, and CU requirements) No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, marital or family status, age, disability, or veteran status. Cornell University is an affirmative action/equal opportunity employer.

2. Public Notification Employees and/or program participants should be informed of

(a) Nondiscrimination policy: All publications, program notices, handouts, posters, and presentations for the public should include the following statement:

**For Cornell Cooperative Extension;**

*“Cornell Cooperative Extension provides equal program and employment opportunity.”*

**For Cornell University;**

*“Cornell University is an equal opportunity, affirmative action educator and employer.”*

(b) Opportunity to request reasonable accommodations; Program advertisements and notices should include the following (or similar) statement: *“Accommodations for persons with disabilities may be requested by contacting (person or office) at (telephone/email) by (date).*

(c) Policies and procedures for communicating employment or program concerns or complaints. See department chair or director, or Human Resources department, for specific procedure. Program Complaints go to John Whitcomb [jgw2@cornell.edu](mailto:jgw2@cornell.edu) (CUAES), Sarah Dayton [sfd3@cornell.edu](mailto:sfd3@cornell.edu) (Extension), or Marc Smith [mas265@cornell.edu](mailto:mas265@cornell.edu) (NYSAES).

(d) Requirement to post USDA “Justice for All” poster in areas accessible to the public:  
<http://www.fns.usda.gov/CR/justice.htm>

## **Resource**

Civil Rights Compliance Review:

Narrated Powerpoint for Basic Compliance (6 minutes):

<http://staff.cce.cornell.edu/civrights/index.html>

Narrated Powerpoint for Basic plus Extension/Outreach (12 minutes):

<http://civilrights.cce.cornell.edu/video/civrights2/index.html>