
CALIFORNIA HIGH-SPEED RAIL AUTHORITY

POLICY

POLI-1047

TITLE: Title VI Civil Rights Policy

POLICY

It is the policy of the California High-Speed Rail Authority (Authority) to ensure that no person shall, on the grounds of race, color, or national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity of the high-speed rail system, as afforded by Title VI of the Civil Rights Act of 1964 ([42 U.S. Code § 2000d et seq.](#)) and related regulations.

The Authority works to ensure that its facially neutral programs or activities do not disproportionately and adversely affect persons protected under Title VI without substantial, legitimate justification. This intent includes ensuring meaningful access to Authority programs and activities to limited English proficient persons.

BACKGROUND

The Authority, as a federal grant recipient, is required by the Federal Railroad Administration to conform to Title VI of the Civil Rights Act of 1964 and its related regulations. The Authority's subrecipients and contractors are also required to comply with applicable Title VI requirements in affected programs, services, and activities.

The Authority develops and maintains the PLAN-1014: Title VI Civil Rights Program Plan. To request information regarding the Authority's non-discrimination obligations or

to file a complaint, please contact the Title VI Coordinator at:
TitleVICoordinator@hsr.ca.gov.

This policy supersedes the POLI-SB-03: Title VI Policy, approved and adopted in 2012.

APPLICABILITY

This policy applies to all Authority employees (i.e., state staff) and to the Authority’s integrated team, per contract-specific requirements (herein collectively referred to as “Authority Staff”).

TERMS AND DEFINITIONS

Term	Definition
Discrimination	Disparate treatment or unjustified disparate impact to a person on the basis of race, color, or national origin.
Title VI of the Civil Rights Act of 1964	United States (U.S.) law that prohibits Discrimination on the basis of race, color, or national origin in programs or activities receiving federal financial assistance. The rights of women, the elderly, and the disabled are protected under related statutes.

ROLES AND RESPONSIBILITIES

Below are roles and responsibilities of Authority staff within the Title VI Civil Rights Program:

Authority Title VI Coordinator

- Oversees and administers the Title VI Civil Rights Program;
- Reports directly to the Chief Executive Officer; and
- Serves as the main point of contact for Title VI-related inquiries.

Authority Small Business/Title VI Program Manager

- Oversees the day-to-day operations of the Title VI Civil Rights Program; and
- Oversees the Small and Disadvantaged Business Program as the Small Business Advocate.

Title VI Program Manager

- Provides technical expertise and support to the Authority;
- Reviews required reports and procedures for regulatory agencies; and
- Manages and implements the Title VI Civil Rights Program.

Title VI Technical Associate

- Provides support to the Title VI Civil Rights Program;
- Provides technical expertise and support to the Authority;
- Prepares required reports and procedures for regulatory agencies;
- Implements the Title VI Civil Rights Program; and
- Provides support for the day-to-day activities of the Title VI Civil Rights Program.

SOURCES OF AUTHORITY

The laws, regulations, and direction cited in this policy include the following:

- [49 Code of Federal Regulations Part 21](#); and
- Title VI of the Civil Rights Act of 1964 ([42 U.S. Code 2000d et seq.](#)).

SUPPORTING DOCUMENTS

- PLAN-1014: Title VI Civil Rights Program Plan

The Title VI Civil Rights Program Plan provides guidance consistent with this policy. It also provides examples of necessary reporting and documentation used by the Authority to meet its Title VI reporting requirements.

REFERENCES

Authority Document Control Number	Document Title
PLAN-1014	Title VI Civil Rights Program Plan

CONTACT

For questions regarding this document, please contact the Title VI Coordinator at: TitleVICoordinator@hsr.ca.gov.