
**Notice on Civil Rights Obligations Applicable
to the Distribution of Funds under the
American Recovery and Reinvestment Act of 2009**

Federal Agency Obligations

Federal agencies will shortly begin distributing funding from the American Recovery and Reinvestment Act of 2009 (Recovery Act). They must do so in accordance with all non-discrimination and equal opportunity statutes, regulations and Executive Orders that apply to the distribution of funds under the Recovery Act. Agencies that grant funds also must ensure that their recipients and sub-recipients comply with Title VI of the Civil Rights Act of 1964 (prohibiting race, color and national origin discrimination including language access for limited English proficient persons), Section 504 of the Rehabilitation Act of 1973 (prohibiting disability discrimination), Title IX of the Education Amendments of 1972 (prohibiting sex discrimination in education and training programs), the Age Discrimination Act of 1975 (prohibiting age discrimination in the provision of services), and a variety of program-specific statutes with non-discrimination requirements.

Recipient and Sub-Recipient Obligation

Recipients and sub-recipients of Recovery Act funds, or other Federal financial assistance, must comply with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, and a variety of program-specific statutes with non-discrimination requirements.

Other civil rights laws may impose additional requirements on recipients and sub-recipients. These laws include, but are not limited to, Title VII of the Civil Rights Act of 1964 (prohibiting race, color, national origin, religion, and sex discrimination in employment), the Americans with Disabilities Act (prohibiting disability discrimination in employment and in services provided by State and local governments, businesses, and non-profit agencies), and the Fair Housing Act (prohibiting discriminatory housing practices based upon race, color, religion, sex, national origin, disability, or familial status), as well as any other applicable civil rights laws.

For questions about these civil rights obligations, please contact Lucy Shipley, Director Employee Services at (503) 962-4879 or email to ShipleyL@trimet.org .