

NSF is an Equal Opportunity Employer

Your Rights Under Title VI of the Civil Rights Act of 1964

“No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”



**National Science Foundation
Office of Diversity and Inclusion
4201 Wilson Blvd., Suite 255-S
Arlington, VA 22230
(703) 292-8020 (Voice)
(703) 292-9027 (TTY)
www.nsf.gov/od/odi**

**Claudia J. Postell
Director**

“Simple justice requires that public funds, to which all taxpayers of all races contribute, not be spent in any fashion which encourages, entrenches, subsidizes, or result in racial discrimination.”
(President John F. Kennedy, in his message calling for the enhancement of Title VI, 1963).

What is the Title VI?

Title VI of the Civil Rights Act of 1964 is the Federal law that protects individuals from discrimination on the bases of their race, color, or national origin in programs that receive Federal financial assistance.

What programs are covered by Title VI?

Various Federal agencies provide federal financial assistance in the form of funds, training, technical and other assistance to State and local governments, and nonprofit and private organizations. These recipients of Federal assistance, in turn, operate programs and deliver benefits and services to individuals (known as “beneficiaries”) to achieve the goal of the Federal legislation that authorizes the programs.

Federally assisted programs address such broad and diverse areas as:

- Elementary, secondary, and higher education
- Employment and job training
- Transfer of equipment
- Services or benefits in the form of personal property

What discrimination is prohibited by the Title VI?

There are many forms of illegal discrimination based on race, color, or national origin that can limit the opportunity of minorities to gain equal access to services and programs. Among other things, in operating a federally assisted program, a recipient cannot, on the bases of race, color or national origin, either directly or through contractual means:

- Deny program services, aids, or benefits;
- Provide a different service, aid, or benefit, or provide them in a manner different than they are provided to others;
or
- Segregate or separately treat individuals in any matter related to the recipient of any service, aid, or benefit.

How can I file a discrimination complaint?

Since NSF provides Federal financial assistance, it is responsible for investigating complaints of discrimination on the bases of race, color, or national origin on the use of its funds. If you believe that you or others protected by Title VI have been discriminated against under a program or activity funded by NSF, you may file a complaint within 90 days of the date of the alleged discrimination. It should include:

- Your name, address, and telephone number. Your complaint must be signed. If you are filing on behalf of another person, include your name, address, telephone number, and your relation to that person (e.g., friend, attorney, parent, etc.)
- The name and address of the agency, institution, or department you believe discriminated against you.
- How, why, and when you believe you were discriminated against. Include as much background information as possible about alleged acts of discrimination. Include names of individuals whom you allege discrimination against you, if you know them.
- The names of any persons, if known, that the investigating agency could contact for additional information to support or clarify your allegations.

What will the National Science Foundation do with my complaint?

Once a complaint is filed, NSF, ODI will review it to determine whether it has jurisdiction to investigate the issues raised. NSF generally will investigate your allegations and attempts to resolve violations it has found or refer the complaint to the Department of Education via a memorandum of agreements to investigate its Title VI complaints. If negotiations to correct a violation are unsuccessful, enforcement proceedings may be instituted.

What is the Role of the National Science Foundation?

The NSF, under Title 45, Code of Federal Regulations, Part 611, is responsible for implementing and enforcing Title VI of the Civil Rights Acts of 1964 and related statutes for its federally assisted programs.

If you believe you have been discriminated against under a program funded by NSF, you may submit a complaint to:

Office of Diversity and Inclusion

ATTN: Complaints Manager

National Science Foundation

4201 Wilson Blvd., Suite 255-S

Arlington, VA 22230

(703) 292-8020 (Voice)

(703) 292- 9072 (TTY)

www.nsf.gov/od/odi

What if the recipient retaliates against me for filing a complaint?

You should be aware that a recipient is prohibited from retaliating against you or any person because he or she opposed an unlawful policy or practice, or made charges, testified, or participated in any complaint action under Title VI. If you believe that you have been retaliated against, you should immediately contact the:

Office of Diversity and Inclusion

ATTN: Complaints Manager

National Science Foundation

4201 Wilson Blvd., Suite 255-S

Arlington, VA 22230

(703) 292-8020 (Voice)

(703) 292-9072 (TTY)

www.nsf.gov/od/oeo

FOR MORE INFORMATION

**Contact the
Office of
Diversity and Inclusion**

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Fax:

(703) 292-8020

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E-
mail: [eeo@nsf.g](mailto:eeo@nsf.gov)
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or

*In Person at NSF:
Stafford I, Suite 255-S*