



Definition of Civil Rights Laws and Terms

Civil Rights Laws

Title VI of the Civil Rights Act of 1964 specifies that no person in the U.S. shall, on the grounds of race, color, religion, sex, 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. Equal opportunity must be an integral part of personnel policy and practice including employment selection, training, advancement and treatment.

Title IX of the Education Amendments of 1972. The specific purposes of Title IX are to prohibit discrimination based on sex in any education program or activity that receives federal financial assistance. The primary focus of Title IX is ensuring gender equality in education and federally funded education programs.

Title I of the Americans with Disabilities Act of 1990, as amended by the ADA Amendments Act of 2008 prohibits employment discrimination against qualified individuals with disabilities by employers with 15 or more employees. The U.S. Equal Employment Opportunity Commission and the Office for Civil Rights (U.S. Department of Education) are the agencies assigned to enforce Title I of the ADA.

Title II of the Americans with Disabilities Act of 1990, as amended by the ADA Amendments Act of 2008 prohibits disability discrimination by public entities, including public colleges and universities whether or not they receive Federal financial assistance. The Office for Civil Rights (U.S. Department of Education) is the law enforcement agency charged with enforcing Title II of the ADA.

Title III of the Americans with Disabilities Act of 1990, as amended by the ADA Amendments Act of 2008 prohibits discrimination on the basis of disability in the activities of places of public accommodation. The U.S. Department of Justice is the law enforcement agency charged with enforcing Title III of the ADA.

Section 503 of the Rehabilitation Act of 1973 prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities and requires employers to take affirmative action to recruit, hire, promote, and retain these individuals. The U.S. Department of Labor is the law enforcement agency charged with enforcing Section 503 of the Rehabilitation Act.

Section 504 of the Rehabilitation Act of 1973 protects people from discrimination in admission, employment, treatment or access based on disability in programs or activities receiving Federal financial assistance. The Office for Civil Rights (U.S. Department of Education) is the law

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enforcement agency charged with enforcing Section 504.

Civil Rights Terms

1. Parity - An Extension program is in parity when the participation of individuals of minority groups reflects the proportionate representation in the population of potential recipients. A program will be considered in compliance when its participation has reached 80% of parity.
2. Potential Audience/Recipients - Potential recipients are persons or groups within your defined geographic area who might be interested in or benefit from the educational program.
 - Potential recipients should be estimated for each program carried out in the county Extension office. For instance, county Extension educators may conduct family living programs in nutrition, family financial management and parenting. Potential recipients should be estimated for each of these three efforts.
 - Potential recipients are estimated by using a combination of county demographic data and the Extension educator's knowledge and information about the county's population. When a target audience is defined during program planning, it should include all potential recipients as defined by demographic data.
3. All Reasonable Effort - Extension must be able to demonstrate that federally funded programs or activities have been made available to the maximum possible potential audience of a given locale or area. Three steps are required to demonstrate that all reasonable efforts have been made: (a) the use of all available mass media; (b) the use of personal letters and/or flyers or publications; and (c) the use of personal contacts (invitations to participate) by Extension staff.
 - Use of all available mass media, including radio, newspaper and television, to inform potential recipients of the program and of opportunity to participate.
 - Personal letters and flyers/publications addressed to potential recipients inviting them to participate, including dates and places of meetings or other planned activities.
 - Personal visits by the county Extension staff to a representative number of defined potential recipients in the geographically defined area to encourage participation.
4. Public Notification - Public notification plans are a part of the delivery mode in the affirmative action goals related to the Civil Rights Act of 1964. Extension program outreach should use the most diversified possible communications to attract persons of all races, colors, religions, genders, and national origins to participate (e.g., posters, flyers, etc.).