



## Denver International Airport Title VI Program Policy Statement, Authorities, and Citations

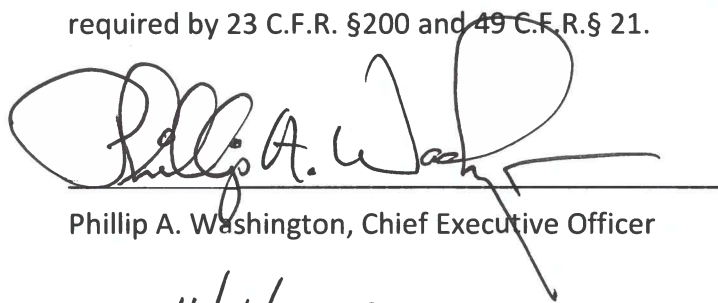
### Policy of Nondiscrimination

The City and County of Denver Department of Aviation, hereinafter referred to as the "City" or "Department of Aviation," hereby assures that no person shall, on the grounds of race, color, national origin, sex, creed, ethnicity, citizenship, immigration status, gender, age, sexual orientation, gender identity, gender expression, marital status, source of income, military status, protective hairstyle or disability as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, Pub. L. No. 100.259, and Section 520 of the Airport and Airway Improvement Act of 1982, Americans with Disabilities Act of 1990 (ADA), Denver Revised Municipal Code §28-91, et seq., 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. The Department of Aviation further assures every effort will be made to ensure nondiscrimination in all its programs and activities, regardless of whether those programs and activities are federally funded.

It is also the policy of the Department of Aviation to comply with Exec. Order No. 12898, 59 Fed. Reg. 7629 (1994) (Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations); and Exec. Order No. 13166, 65 Fed. Reg. 50121 (2000) (Improving Access to Services for Persons with Limited English Proficiency).

The Department of Aviation also assures that every effort will be made to prevent discrimination through the impacts of its programs, policies, and activities on minority and low-income populations. In addition, the Department of Aviation will take reasonable steps to provide meaningful access to services for persons with limited-English proficiency. The Department of Aviation will, where necessary and appropriate, revise, update and incorporate nondiscrimination requirements into appropriate contracts, manuals, and regulations.

The Department of Aviation's ADA & Title VI Administrator is responsible for initiating and monitoring Title VI activities, preparing reports, and performing other responsibilities, as required by 23 C.F.R. §200 and 49 C.F.R. § 21.



Phillip A. Washington, Chief Executive Officer

Date 11/01/2022