

Department of Economic & Community

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Report Summary

Name	: Geoff Millener
Your Score	: 100 out of 100 (100%)
Correct Answers	: 10 Questions
Incorrect Answers	: 0 Questions
Unanswered	: 0 Questions
Required Passing Grade (%)	: 80%
Time Taken	: 8 mins 50 secs
Date	: Apr 23, 2024

Your Result : **Pass**
Email : geoff@theenterprisectr.org

Your Answers

Correct

Q1) Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of all the following, except:

- A. Race
- B. Color
- C. Political Affiliation (Your Answer)(Correct)
- D. National Origin

Explanation: Title VI of the Civil Rights Act of 1964 does not prohibit against discrimination on the basis of political affiliation.

Correct

Q2) Because a subrecipient hires a contractor to complete a federally funded project, the subrecipient is not subject to Title VI. True or false?

- A. True. The subrecipient is in no way responsible for the contractor's conduct.
- B. False. The subrecipient must ensure that the contractor complies with Title VI. (Your Answer)(Correct)

Explanation: False. The subrecipient must ensure that the contractor complies with Title VI.

Correct

Q3) The nondiscrimination requirements of Title VI only apply to the individual TNECD programs and activities that actually receive federal funding. True or false?

- A. True. The term "programs or activities" is narrowly defined under Title VI.
- B. False. The term "programs or activities" is broadly defined to encompass all of the operations of a state agency, any part of which receives federal financial assistance. (Your Answer)(Correct)

Explanation: False. Title VI nondiscrimination requirements include the term "programs or activities," which is broadly defined to encompass all of the operations of a state agency, any part of which receives federal financial assistance.

Correct

- Q4) Title VI discrimination can occur under two different theories: disparate treatment and disparate impact. Disparate treatment means:
- A. The intentional practice of treating persons differently because of their race, color, or national origin. (Your Answer)(Correct)
 - B. The unintentional practice of treating persons differently because of their race, color, or national origin.

Explanation: Disparate treatment means the intentional practice of treating persons differently because of their race, color, or national origin.

Correct

- Q5) Which of the following is an example of disparate impact?
- A. A federally funded state agency offers driver license tests in English only. An agency policy memorandum explains, "By limiting the test to English, we ensure that only Americans enjoy American roads. If someone refuses to learn English, that's their problem, not ours." As a result, large numbers of LEP persons are unable to obtain driver licenses.
 - B. A federally funded state agency offers driver license tests in English only. The licensing director explains, "It's nothing personal. We just don't have anybody here that speaks Spanish or Chinese." As a result, large numbers of LEP persons are unable to obtain licenses. (Your Answer)(Correct)
 - C. A federally funded state agency prepares a grant application, which requires applicants to disclose their race. Information on race is properly collected for annual reporting to the Tennessee Human Rights Commission. Program staff review the applications and make awards without consideration of race.
 - D. A federally funded state agency prepares a grant application, which requires applicants to disclose their race. The program manager intentionally rejects all applicants that are not Caucasian.

Correct

- Q6) Limited English Proficiency (LEP) persons are not protected by Title VI. True or false?
- A. True. Title VI only prohibits discrimination based on race, color, and national origin.
 - B. False. Language discrimination can be a form of national origin discrimination. (Your Answer)(Correct)

Explanation: Title VI protects LEP persons as language discrimination can be a form of national origin discrimination.

Correct

- Q7) Assuming LEP persons are protected under Title VI, recipients must:

- A. Do nothing.
- B. Learn a second language.
- C. Take reasonable steps to ensure meaningful access and an equal opportunity for LEP persons to participate in their programs and activities. (Your Answer)(Correct)
- D. Take every conceivable step to ensure absolute access to all programs and activities, regardless of the cost to the recipient of implementing these steps or the frequency with which the agency is contacted by LEP persons.

Explanation:Recipients must take reasonable steps to ensure meaningful access and an equal opportunity to LEP persons to participate in their program and activities.

Correct

Q8) If a federal agency finds that a recipient has violated Title VI, the federal agency may deny any further funding to the recipient. True or False?

- A. True. Federal funding is contingent on compliance with Title VI. (Your Answer)(Correct)
- B. False. Title VI encourages nondiscrimination but contains no enforcement mechanisms.

Explanation:As federal funding is contingent on compliance with Title VI, if a federal agency finds that a recipient has violated Title VI, the federal agency must deny any further funding to the recipient.

Correct

Q9) When TNECD administers federally funded programs that provide assistance to local governments, program managers and directors must collect the following information by program:

- A. The number of minorities benefiting from each program.
- B. The names, ages, and social security numbers of all minorities eligible under each program.
- C. The percentage of minorities in the area(s) being served.
- D. Both A and C. (Your Answer)(Correct)

Explanation:When TNECD administers federally funded programs that provide assistance to local governments, program managers and directors must collect the following information by program: 1) the number of minorities benefiting each program and 2) the percentage of minorities in the area(s) being served.

Correct

Q10) Which of the following is an example of a prohibited practice under Title VI?

- A. On the basis of national origin, denying any individual services, opportunities, or other benefits for which that individual is otherwise qualified.

- B. Providing any service or benefit in a different manner from that which is provided to others in a program because of race.
- C. Segregating service recipients solely because of race, color, or national origin.
- D. Adopting methods of administration that would limit participation by any group of recipients or subject them to racial discrimination.
- E. All of the above. (Your Answer)(Correct)