

Reclamation Manual

Directives and Standards

Public Civil Rights Authorities

1. Architectural Barriers Act (ABA) of 1968 (Pub. L. 90-480; 42 USC 4151 et seq.) ensures that certain buildings designed, built, altered, or leased with Federal funds are designed and constructed to be accessible to, and useable by, individuals with physical disabilities, by establishing standards.
2. Title IX of the Education Amendments of 1972 (Pub. L. 92-318; 86 Stat. 235 and 373; 20 USC 1681-1688) as amended by the Joint Resolution to Authorize and Request the President to Call a White House Conference on Library and Information Services no later than 1978; Pub. L. 93-568; 88 Stat. 1855) (except sections 904 and 906 of those amendments) is designed to eliminate (with certain exceptions) discrimination on the basis of sex in any education program or activity receiving Federal financial assistance, whether or not such program or activity is offered or sponsored by an educational institution.
3. Sections 501 and 504 of the Rehabilitation Act of 1973 (Pub. L. 93-112; 87 Stat. 394; 29 USC 794) as amended by the Rehabilitation Act Amendments of 1974 (Pub. L. 93-516; 88 Stat. 1617) and the Rehabilitation, Comprehensive Service, and Developmental Disabilities Act of 1978 (Pub. L. 95-602; 92 Stat. 2955; 29 U.S.C. 700 et seq.) prohibits discrimination based on disability in Federally-assisted and Federally-conducted programs, activities, and services.
4. Section 508 of the Rehabilitation Act of 1973 (Pub. L. 105-220; 29 USC 794d) as amended by the Workforce Investment Act of 1998 (Pub. L. 105-220; 112 Stat. 936) requires Federal departments and agencies that develop, procure, maintain, or use electronic and information technology to ensure that Federal employees and members of the public with disabilities have access to and use of information and data, comparable to that of the employees and members of the public without disabilities.
5. Age Discrimination Act of 1975 (Pub. L. 94-135, Title III; 42 USC 6101 et seq.), as amended prohibits discrimination based on age in programs, activities, and services receiving Federal financial assistance.
6. Civil Rights Restoration Act of 1987 (Pub. L. 100-259; 102 Stat. 28) as amended by Civil Rights Restoration Act of 1991 (Pub. L. 102-166; 42 USC. 2000d) to overturn the Supreme Court's 1984 decision in *Grove City College v. Bell*, and to restore the effectiveness and vitality of the four major Federal civil rights laws that prohibit discrimination in programs, activities, and services receiving Federal financial assistance. For civil rights coverage purposes, the law broadly defines the terms "program" or "activity."
7. Telecommunications Accessibility Enhancement Act of 1988 (Pub. L. 100-542; 102 Stat. 2721; 40 USC. 762 a-d) expands national telecommunications system for the benefit of the hearing-impaired and speech-impaired populations, and provides for General Service Administration (GSA) coordinated relay services.

Reclamation Manual

Directives and Standards

8. Americans with Disabilities Act (ADA) of 1990 (Pub. L. 101-336; 42 USC 12101 et seq.) with Department of Justice (DOJ) regulations at 28 CFR 35, including the ADA Title II, prohibits discrimination on the basis of disability in State or local government programs, services, and activities whether or not they receive Federal financial assistance. Title II requires that States and local government facilities, services, and communications be accessible consistent with the requirements of Section 504 of the Rehabilitation Act. DOJ has delegated to the Department of the Interior the processing of all Title II complaints dealing with programs, services, and regulatory activities relating to lands and natural resources, including parks and recreation, water and waste management, environmental protection, energy, historic and cultural preservation, and museums. Reclamation has been designated by DOJ and the Department as the complaints management agency for all Title II ADA complaints involving water.
9. 41 CFR sections 102-76.60, .65, .70, .75, .80, .85, .90, .95 are GSA-ABA Accessibility Standards in which GSA adopts Appendices C and D to 36 CFR part 1191 (ABA Chapters 1, 2, and 3 through 10) as the ABA Accessibility Standards.
10. Executive Order (EO) 12250, *Leadership and Coordination of Nondiscrimination Laws*, designates the DOJ as the lead entity for coordinating the implementation and enforcement by Executive agencies of various nondiscrimination provisions of the following laws: Title VI of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended; and any other provision of Federal statutory law which provides, in whole or in part, that no person in the United States shall, on the ground of race, color, national origin, handicap, religion, or sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program or activity receiving Federal financial assistance. Executive agencies are to provide data when called upon by the DOJ describing their efforts to comply with nondiscrimination laws, regulations, and standards.
11. EO 12898, *Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations* identifies as discrimination, program actions taken which adversely affect the health and environment of minority populations (i.e., eco-systems, human health, pollution and noise, historic/religious environmental effects). The EO provides coverage for Federally-conducted programs, activities, and services and notes that the same duties are relevant to Federal financial assistance programs, activities, and services covered under Title VI of the Civil Rights Act of 1964.
12. EO 13160, *Nondiscrimination on the Basis of Race, Color, National Origin, Disability, Religion, Age, Sexual Orientation, and Status as a Parent in Federally Conducted Education and Training Programs* ensures equal opportunity in government educational programs, activities, and services.

Reclamation Manual

Directives and Standards

13. EO 13166, *Improving Access to Services for Persons with Limited English Proficiency* improves access to Federally-conducted and Federally-assisted programs under Title VI and activities for individuals who, as a result of national origin, are limited in their English proficiency.