

Office of Equal Opportunity Programs

Title VI & Title VII

Information & Resource Guide

What is Title VI

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving federal financial assistance. This includes entities such as schools, colleges, universities, hospitals, and other institutions that receive federal funding. This includes Florida A&M University.

What is Title VII

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, religion, sex, and national origin. It applies to employers with 15 or more employees, including private employers, state and local governments, labor organizations, and employment agencies.

Key Points to Remember

Title VI applies specifically to programs or activities that receive federal financial assistance, ensuring that recipients do not discriminate on the basis of race, color, or national origin.

Title VII focuses specifically on employment discrimination, prohibiting unfair treatment in hiring, firing, promotion, compensation, and other terms and conditions of employment.

Protected Categories:

Title VI protects against discrimination based on race, color, national origin, whereas Title VII includes additional protected categories such as religion and sex.

Title VII protects individuals from discrimination based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), and national origin.

Applicability:

Title VI applies to recipients of federal financial assistance, while Title VII applies to employers with 15 or more employees. In summary, while both Title VI and Title VII are vital components of civil rights legislation, they serve different purposes and address distinct forms of discrimination, with Title VI focusing on federally funded programs and Title VII addressing employment practices.

Differences between Title VI and Title VII:

Title VI addresses discrimination in federally funded programs and activities, while Title VII focuses on employment discrimination.



Reporting Sexual Harassment

If you experience or witness sexual harassment, reporting is crucial. You can file a formal complaint with Equal Opportunity Programs. Suite 308, Foote-Hilyer Administration, oeop@famu.edu, (850) 599-3076.

Regulation 10.103

This Regulation is designed to comply with multiple laws prohibiting discrimination including: Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964; the Americans with Disabilities Act Amendments Act; the Rehabilitation Act of 1973; the Age Discrimination in Employment Act of 1967; Title IX of the Education Amendments Act of 1972; the Pregnancy Discrimination Act of 1978; the Uniformed Services Employment and Re-employment Act; the Veteran's Readjustment Act of 1974; and the Genetic Information Non-discrimination Act of 2008.

TITLE VII

What is Sexual Harassment?

Sexual harassment is a form of sex discrimination that directly violates Title VII of the Civil Rights Act of 1964. In simple terms, it involves unwelcome sexual conduct in the workplace, encompassing two primary types under Title VII: quid-pro-quo harassment and hostile environment harassment.

Hostile Environment Harassment

Hostile environment harassment, as defined by Title VII, refers to unwelcome sexual conduct that is severe or pervasive enough to create an objectively intimidating, abusive, or hostile work environment. This includes both verbal and physical behavior.

**Non-Discrimination Policy and
Discrimination and Harassment Complaint
Procedure**



Contact Information

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