

**A. Title VI Overview.**

1. Port Houston is committed to compliance with Title VI of the Civil Rights Act of 1964, 49 CFR, part 21, and all related regulations and directives, including Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination based on disability, Title IX of the Education Amendments Act of 1972 and Section 13 of the Federal Water Pollution Control Act Amendments of 1972 , which prohibits discrimination based on sex in education programs or activities, Age Discrimination Act of 1975, which prohibits discrimination based on age, U.S. Department of Homeland Security regulation 6 C.F.R. Part 19, which prohibits discrimination based on religion in social service programs, and any other non-discrimination laws implemented by 40 C.F.R. Parts 5 and 7.
2. Port Houston is committed to ensuring that no person shall, on the grounds of race, color, national origin, sex, age, creed, disability, or English proficiency, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any Port Houston programs, activity, or service.
3. Port Houston further assures efforts will be made to ensure non-discrimination in all its programs, activities, and services, whether those programs, activities, and services are federally funded or not. In the event Port Houston distributes federal aid funds to another entity, Port Houston will include Title VI language in all written agreements and will monitor for compliance. Port Houston assures every effort will be made to provide meaningful access to persons that have Limited English Proficiency.
4. Retaliation is prohibited under Title VI of the Civil Rights Act of 1964 and related federal and state nondiscrimination authorities. It is the policy of Port Houston that persons filing a complaint of discrimination should have the right to do so without fear of retaliation, interference, intimidation, coercion, or reprisal.

**B. Specific Forms of Discrimination Prohibited**

1. Port Houston's efforts to prevent discrimination based on any of the characteristics described above include, but are not limited to, prohibiting:
  - a. The denial of services or other benefits provided under a program.
  - b. Distinctions in the quality, quantity, or manner in which the benefit is provided.
  - c. Segregation or separation of persons in any part of the program.
  - d. Restriction in the enjoyment of any advantages, privileges, or other benefits provided to others.
  - e. Different standards or requirements for participation.
  - f. Methods of administration which directly or indirectly or through contractual relationships would defeat or impair the accomplishment of effective nondiscrimination.

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- g. Discrimination in any activities or services related to infrastructure or facilities built or repaired in whole or in part with federal funds.
- h. Discrimination in any employment resulting from a program or services, the primary purpose of which is to provide employment.

### C. Port Houston Programs and Services Covered by Title VI

- 1. Port Houston Title VI Plan applies to all of the Port Houston's programs, activities and services, regardless of funding.

APPROVED BY: 

Carlecia Wright  
Chief people Officer

Effective Date: April 1, 2025

Statement Owner: Carlecia Wright – Chief People Officer

Statement Version: Restated – May 2025

# Port of Houston Titile VI policy-statement - ENGLISH

Final Audit Report

2025-06-11

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