



PORT TAMPA BAY™

Number	Section II
Effective	July 14, 2025
Revised	
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SUBJECT: TITLE VI POLICY STATEMENT

POLICY STATEMENT:

In accordance with Title VI of the Civil Rights Act of 1964, the Tampa Port Authority d/b/a Port Tampa Bay (PTB) is committed to ensuring that no person shall, on the grounds of race, color, or national origin, be excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any program or activity receiving federal financial assistance.

PROCEDURES FOR IMPLEMENTATION:

In compliance with Title VI and related federal regulations—including 49 CFR Parts 21, 25, and 27—Port Tampa Bay further prohibits discrimination based on sex, age, disability, income level, and Limited English Proficiency (LEP). We are dedicated to promoting equitable access to all services, programs, and activities.

To support this commitment:

- Port Tampa Bay will take reasonable steps to accommodate individuals with disabilities and LEP to ensure meaningful access.
- All programs receiving federal funds will be administered in accordance with nondiscrimination provisions.
- A designated Title VI Officer will monitor and ensure compliance.
- Complaints of discrimination must be submitted within 180 days of the alleged incident.

Requests for information or complaints may be directed to Port Tampa Bay's Title VI Officer, via email at sgordon-zebold@tampaport.com.

Port Tampa Bay employees and/or applicants for employment are instructed to work in coordination with the Human Resources Department to ensure full compliance with Title VI and the Americans with Disabilities Act (ADA). For employee-related concerns, complaints may be submitted to Port Tampa Bay's Human Resources Department at humanresources@tampaport.com.

This policy will be posted on the Port Tampa Bay website, distributed annually to employees, and made available in alternative languages and formats upon request.

A. Paul Anderson

APPROVED: _____
Planning & Development
#455502

DATE: 7/15/25