

# Port Tampa Bay Title VI Non-Discrimination Program

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## **Public Notice of Non-Discrimination**

Port Tampa Bay hereby affirms its commitment to ensuring compliance with Title VI of the Civil Rights Act of 1964 and related federal nondiscrimination laws and regulations. In accordance with these authorities, no person in the United States 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.

Individuals seeking more information about our Title VI Program or wishing to file a complaint may contact:

Port Tampa Bay – Title VI Officer  
1101 Channelside Drive, Tampa, FL 33602  
Phone: (656) 224-0793  
Email: [sgordon-zebold@tampaport.com](mailto:sgordon-zebold@tampaport.com)

Complaints may also be submitted directly to the Maritime Administration:

U.S. Maritime Administration – Office of Civil Rights  
West Building, 2nd Floor (MAR-130)  
1200 New Jersey Avenue SE, Washington, DC 20590  
Email: [civilrights.marad@dot.gov](mailto:civilrights.marad@dot.gov)

## **Non-Discrimination Policy Statement**

Port Tampa Bay is dedicated to upholding the principles of Title VI of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), and all related federal statutes, regulations, and executive orders. We are committed to ensuring that our programs, services, and activities are conducted without discrimination based on:

- Race
- Color
- National origin
- Sex
- Age
- Disability
- Income level
- Limited English Proficiency (LEP)

All Port Tampa Bay employees are required to support this policy and coordinate with the Human Resources Department to ensure effective implementation of Title VI and ADA requirements. This policy is reviewed annually, posted internally and publicly, and available in alternative formats and languages upon request.

## **Complaint Procedure**

### **Purpose**

This procedure outlines how individuals may file a complaint regarding alleged discrimination under Title VI. It applies to complaints involving Port Tampa Bay or its contractors, sub-recipients, or consultants.

### **Who May File**

Any person or group who believes they have been subjected to discrimination on the basis of race, color, national origin may file a written complaint within 180 days of the alleged incident by completing the Title VI Complaint Form.

### **How to File**

Complaints must be submitted in writing using the Title VI Complaint Form, and must include:

- Complainant's full name and contact information
- Date(s) of alleged discrimination
- Description of the incident and basis of the complaint
- Names of individuals and witnesses involved, if known
- Complainant's signature (or legal representative's with written permission)

Complaints may be emailed to: [sgordon-zebold@tampaport.com](mailto:sgordon-zebold@tampaport.com) or mailed to:

Title VI Officer

Port Tampa Bay

1101 Channelside Drive, Tampa, FL 33602

Assistance will be provided for those unable to submit a written complaint.