

It is the Internal Revenue Service's mission

to provide America's taxpayers

top quality service

by helping them understand and

meet their tax responsibilities and

by applying the tax law

with integrity and

fairness

to all.



Responsibilities of the External Civil Rights Unit

The Internal Revenue Service's, External Civil Rights Unit (ECRU) is responsible for enforcing the federal civil rights laws that prohibit discrimination on the basis of race, color, national origin, sex, disability, and age in programs and activities funded by or conducted by the Internal Revenue Service.

Civil rights laws represent a national commitment to end discrimination. The laws also work toward promoting the Service's mission – providing America's taxpayers top quality service by helping them understand and meet their tax responsibilities.

ECRU's Objectives

- To ensure that services and benefits of IRS- conducted and IRS financially-assisted programs or activities are made equally available and are equitably distributed to all taxpayers
- To ensure that the level and quality of IRS- conducted and IRS financially-assisted services and benefits are sufficient to provide equal access and mobility to all taxpayers
- To educate IRS managers and employees regarding their responsibilities to provide equitable treatment to all taxpayers
- To educate taxpayers regarding their rights to equitable service and benefits from IRS- conducted and IRS financially-assisted programs or activities
- To ensure corrective and remedial action is taken to address discriminatory treatment of any beneficiary or taxpayer

ECRU's Mission and Objectives are Determined by the Requirements of Four U.S. Civil Rights Statutes

- **Title VI of the Civil Rights Act of 1964** "No person in the United States shall, on the ground of **race, color, or national origin**, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance."
- **Title IX of the Education Amendments of 1972** "No person in the United States shall, on the basis of **sex**, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance..."
- **Section 504 of the Rehabilitation Act of 1973 (as amended)** "No otherwise qualified individual with a **disability** in the United States...shall, solely by reason of her or his disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance or under any program or activity conducted by any Executive agency..."
- **Age Discrimination Act of 1975** "...no person in the United States shall, on the basis of **age**, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under, any program or activity receiving federal financial assistance."

Executive Orders

- **Executive Order 13160** – prohibits discrimination on the basis of race, sex, color, national origin, disability, religion, age, sexual orientation, and status as a parent in Treasury conducted education and training programs.
- **Executive Order 13166** – "Improving Access to Services for Persons with Limited English Proficiency (LEP)", requires agencies to better enforce and implement the existing obligation under Title VI. The Executive Order sets forth a new obligation which requires all federal agencies to meet the same standards as federal financial assistance recipients in providing meaningful access for LEP individuals to federally conducted programs.
- **Executive Order 13339** – "Increasing Economic Opportunity and Business Participation of Asian Americans and Pacific Islanders", established to increase economic opportunities for and improve the quality of life of Asian Americans and Pacific Islanders living in the United States and the U.S. associated Pacific Island jurisdictions.

For further information about the Internal Revenue Service's External Civil Rights Program, please contact:

External Civil Rights Unit
Internal Revenue Service
1111 Constitution Avenue NW
Room 2422
Washington, D.C. 20224

(202) 927-6410 (Voice)
(202) 927-2665 (Fax)



Department of the Treasury
Internal Revenue Service

www.irs.gov

Publication 4454 (Rev. 2-2005)
Catalog Number 39738F

YOUR CIVIL RIGHTS ARE PROTECTED

Internal Revenue Service
External Civil Rights Unit