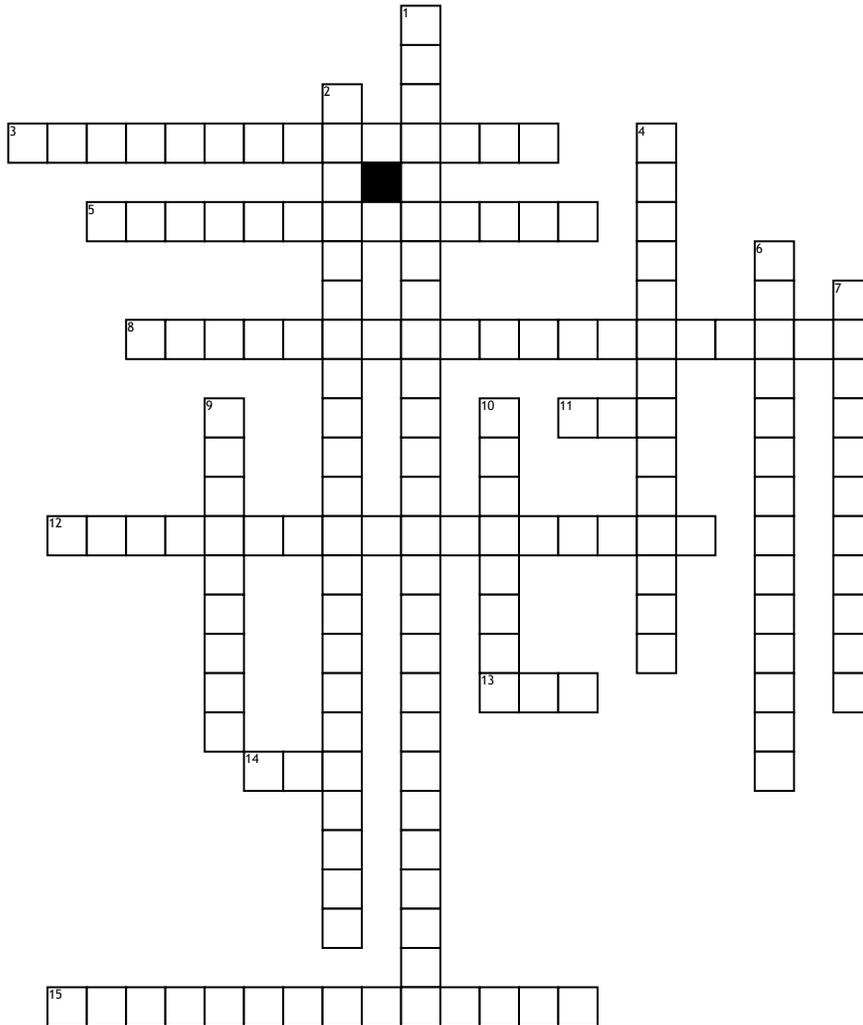


# Civil Rights for the Win



**Across**

- 3. Often involves a statement from a decision-maker that expresses a discriminatory motive.
- 5. Individuals and entities that directly or indirectly receive an advantage through the operation of a federal program.
- 8. Can be used show that an ostensibly race-neutral action actually causes a pattern of discrimination, a racially disproportionate impact, or foreseeably discriminatory results.
- 11. Report of Investigation
- 12. No person in the United States shall, on the grounds of race, color, national origin, age or disability be subjected to unlawful discrimination under any program or activity conducted by or which receives Federal financial assistance.

- 13. Under the \_\_\_\_\_ complaint process for employees and applicants for employment, you may file a complaint if you believe you have been discriminated against on one or more of the following bases: race, color, religion, sex, gender, sexual orientation, gender identity, national origin, age, physical or mental disability, genetic information, or reprisal for protected activity.
- 14. Final Agency Decision
- 15. A case in which the evidence produced is sufficient to enable a decision or verdict to be made unless the evidence is rebutted.

**Down**

- 1. The award or grant of money, the use or rental of federal land or property at below market value, federal training, a loan of federal personnel, subsidies, and other arrangements with the intention of providing assistance.

- 2. Also known as indirect evidence, requires the fact finder to make an inference or presumption.
- 4. Denial of services, aids, or benefits; provision of different service or in a different manner; and segregation or separate treatment.
- 6. Signed the landmark Civil Rights Act of 1964.
- 7. Is a deliberate action used to send a clear message that complaining is unwelcome and risky. It is employed to instill fear in others who might consider making a complaint in the future.
- 9. An entity that receives, directly or indirectly, financial assistance from a federal agency.
- 10. Title VI protects \_\_\_\_\_ who is in the United States.

**Word Bank**

CIRCUMSTANTIAL EVIDENCE  
 EEO  
 ROI  
 LYNDONBJOHNSON  
 STATISTICAL EVIDENCE

DIRECT EVIDENCE  
 PUBLIC CIVIL RIGHTS  
 FAD  
 FEDERAL FINANCIAL ASSISTANCE  
 DISCRIMINATION

PRIMA FACIE CASE  
 BENEFICIARIES  
 RECIPIENT  
 RETALIATION  
 EVERYONE