

11. Michigan Civil Rights

MICHIGAN LAW
PROHIBITS DISCRIMINATION
 IN EMPLOYMENT, EDUCATION, HOUSING, PUBLIC
 ACCOMMODATION, LAW ENFORCEMENT OR PUBLIC SERVICE

BASED ON
 religion, race, color, national origin, sex,
 disability, age¹, marital status¹, height², weight²,
 arrest record², genetic information², and
 familial status³

Persons with disabilities needing accommodations for employment
 must notify their employers in writing within 182 days.

¹Under the education article, age and marital status
 are prohibited considerations for admissions only
² In employment only
³ In housing only

If you think you have been
discriminated against, you
 may file a **complaint** with
 the Michigan Department
 of Civil Rights.

Call 1-800-482-3604
 Video Phone: 313-437-7035
 www.michigan.gov/mdcr

Post in a conspicuous place. 02-2017

12. Michigan Title VI

**CONTRACTOR NOTICE REQUIRING
 TITLE VI COMPLIANCE**

Title VI of the Civil Rights Act of 1964, prohibits discrimination based upon race, color, and national origin. Specifically, 42 USC 2000d states that "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." The Civil Rights Restoration Act of 1987 clarified the intent of Title VI to include all programs and activities of federal-aid recipients and contractors whether those programs and activities are federally funded or not. The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 prohibit unfair and inequitable treatment of persons as a result of projects that are undertaken with federal financial assistance. In addition to Title VI, there are other nondiscrimination statutes that afford legal protection. These statutes include Section 162 (a) of the Federal-Aid Highway Act of 1973 (23 USC 324) (sex), the Age Discrimination Act of 1975 (age), and Section 504 of the Rehabilitation Act of 1973/Americans With Disabilities Act of 1990 (disability).

As a recipient of federal financial assistance your company is required to ensure non-discrimination on this project, and in all your programs, services, or activities, including employment, training, promotion and retention. The Michigan Department of Transportation (MDOT) will conduct contractor compliance reviews to ensure non-discrimination and compliance with Title VI of the Civil Rights Act of 1964 and related statutes. Complaints of discrimination should be investigated immediately.

If an employee, applicant for employment, or member of the general public believes they have been subjected to discrimination because of race, color, or national origin in connection with a project, program, service, or activity they may contact your Title VI Coordinator and/or:

Orlando T. Curry, MSA
 MDOT Title VI Coordinator
 425 w. Ottawa Street, Lansing, MI 48933
 Phone: 517-241-7462
 mailto:TitleVI@michigan.gov

COMPLAINTS SHOULD BE FILED WITHIN 182 DAYS OF THE ALLEGED DISCRIMINATION. IF YOU COULD NOT REASONABLY BE EXPECTED TO KNOW THE ACT WAS DISCRIMINATORY WITHIN THE 180-DAY PERIOD, YOU HAVE 60 DAYS AFTER YOU BECAME AWARE TO FILE YOUR COMPLAINT.

RETALIATION

RETALIATION AGAINST ANYONE FOR MAKING A COMPLAINT, ACTING AS A WITNESS, OR PARTICIPATING IN AN INVESTIGATION IS ILLEGAL UNDER FEDERAL AND STATE ANTI-DISCRIMINATION LAWS. RETALIATION SHALL BE INVESTIGATED AS A SEPARATE COMPLAINT, AND IF A VIOLATION IS SUBSTANTIATED, CORRECTIVE ACTION WILL BE TAKEN AND MAY INCLUDE DISCIPLINE UP TO AND INCLUDING DISCHARGE, OR OTHER APPROPRIATE REMEDY.

13. Fraud & Abuse Hotline

MDOT
Fraud & Abuse
HOTLINE

Toll Free
1-866-460-6368

MDOT has established a **HOTLINE** for
 employees, contractors, consultants, and others
 to report suspected fraud or abuse, such as:

- Prevailing wage non-compliance
- Theft
- Kickbacks
- Wrongful claims
- Contract fraud
- Use of materials that do not comply with specifications
- Unapproved substitution of materials, commodities, or test samples
- Failure to follow contract procedures

Call the **HOTLINE** at 1-866-460-6368 or 517-241-2256.
 Do your part to stop fraud and abuse.

DO NOT REMOVE - MUST BE PERMANENTLY DISPLAYED

NOTES:

- For a current list of job site posters including revisions please visit the FHWA and USDOL websites.
 - o FHWA: <http://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>
 - o U.S. Dept. of Labor: <http://www.dol.gov/oasam/boc/osdbu/sbrefa/poster/matrix.htm>
- Posters in languages other than English are not required but should be encouraged where applicable.
- Some items such as WH-1420 & Michigan Civil Rights poster may be posted in current or previous versions (02/13).
- Projects without Federal-aid funding will not require WH-1321, FHWA-1022 or prevailing wage rates from the contract.