



CONTRACTOR NOTICE REQUIRING TITLE VI COMPLIANCE

Title VI of the Civil Rights Act of 1964, and related statutes and regulations provide that no person in the United States shall on the ground of race, color, national origin, gender, age, or disability be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program, service, or activity receiving Federal financial assistance. The Civil Rights Restoration Act of 1987 amended Title VI to include the entire company, institution, or organization receiving Federal aid (not limited to funding), therefore, private employers including contractors and sub-contractors must comply with Federal civil rights laws.

As a recipient of federal financial assistance your company is required to ensure non-discrimination on this project, and in all of your programs, services, or activities, including employment, train, 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 will be investigated promptly by the contractor, and/or in conjunction with the MDOT Title VI Coordinator.

If an employee, applicant for employment, or member of the general public believes that s/he has been subjected to discrimination because of race, color, national origin, gender, age, or disability, in connections with a project, program, service, or activity, s/he may contact the company's EEO Officer and/or:

Frannie Griffith

Michigan Department of Transportation

Title VI Program

425 W. Ottawa Street

Lansing MI, 48933

(517) 241-7462

MDOT-TitleVI@michigan.gov

Complaints should be filed within 180 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.