

MaineDOT Civil Rights Office

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Program Staff

Title VI

- Sherry Tompkins

Disadvantaged Business Enterprises Program (DBE)

- Stacie Haskell

Davis-Bacon Act (DBA)

- Stacie Haskell or Jennifer Laliberte

Title VI of the Civil Rights Act of 1964

Prohibits discrimination based on race, color or natural origin under **ANY** program or activity that receives federal funding.

Applies to MaineDOT and any Local Public Agency (LPA) receiving federal transportation funding through MaineDOT.

Why is compliance required?

- Federal funds are involved.
- “Follow the money!” – LPA is a subrecipient.
- MaineDOT must monitor LPA compliance.
- Annual subrecipient reviews by MaineDOT.
- LPAs must ensure that prime contractors and their subcontractors comply.

Title VI

- Federal resources must be allocated fairly.
- Designed to ensure that discrimination does not occur in connection with programs, services or activities that benefit from federal assistance.

Title VI

You cannot:

- Deny anyone the benefit of programs, services or activities;
- Provide a different service, aid or benefit, or provide them differently from how they are provided to others;
- Segregate or separately treat individuals in any manner related to the service or receipt of any service or activity.

If discrimination is found, **you risk jeopardizing your federal funding**

Limited English Proficiency (LEP)

- LEP covers persons who do not speak English as their primary language; and/or
- Have a limited ability to read, speak, write or understand English.
- The LPA must take reasonable steps to ensure meaningful access to programs, services, and information for persons identified as LEP.
- Call us – we can help you.

What LPAs must do for MaineDOT

- File signed Title VI Assurances annually (Appendix A & E)
- Designate a Title VI Coordinator who must:
 - Monitor compliance by contractors and subs; and
 - Ensure that contractors and their subs are aware of their nondiscrimination obligations

LPA obligations

- Include a copy of signed Title VI assurances (with Appendix A & E) in bid packages and RFPs.
- Title VI Assurances usually are signed with the LPA Agreement at the start of a project.
 - Typically signed by highest-ranking administrative officer

Form FHWA-1273

- Must be put in every contract and subcontract
- Contains all Federal requirements
- LPA must ensure that contractors include the FHWA-1273 in their subcontracts
- Form is found on the FHWA website:
<http://www.fhwa.dot.gov/programadmin/contracts/1273/1273.pdf>

Thank You

- The LPA Manual (Chapter 7) outlines the requirements for federally funded bid packages
- Check out Federal-aid Essentials Videos:
<http://www.fhwa.dot.gov/federalaidessentials>
- Please contact the MaineDOT Civil Rights Office if you have questions.