



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 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.