

*It's about people ...*

# CIVIL RIGHTS IN THE TRANSPORTATION CONTINUUM

## **SOCIALLY AND ECONOMICALLY DISADVANTAGED PARTICIPATION**

to ensure full and fair community involvement in the design, building and maintenance of transportation projects and reduce or eliminate the adverse impact of projects on the environment, people and cultural resources.  
*Title VI of the Civil Rights Act*

## **AMERICANS WITH DISABILITIES**

are afforded full access to programs and facilities of federal fund recipients.  
*Title II of the Americans with Disabilities Act*

## **EQUAL EMPLOYMENT**

practices include recruitment, hiring and retention strategies for a diverse workforce.  
*Title VII of the Civil Rights Act*

## **LIMITED ENGLISH PROFICIENCY**

programs afford non-English speaking populations accessibility to agency activities.  
*Executive Order 13166*

## **EQUITABLE OFFERS**

for highway location displacement are guaranteed to all citizens, and in situations of relocation, citizens shall be afforded decent, safe and sanitary dwelling.  
*Uniform Relocation Assistance and Real Property Acquisition Act*

## **GOALS FOR DISADVANTAGED BUSINESS ENTERPRISE PARTICIPATION**

are established for highway construction and maintenance projects receiving any allocation of federal funds.  
*Code of Federal Regulations (CFR) 49 Part 26*

## **SMALL, WOMEN AND MINORITY (SWaM) BUSINESSES**

are aided to pursue VDOT procurement and contracting opportunities.  
*Executive Order 33 Equal Opportunity in State Procurement*

## **VDOT CONTRACTING PARTNERS**

are made aware of agency commitment to Disadvantaged Business Enterprise (DBE) participation, and work with civil rights practitioners to support business compliance.

## **MANAGEMENT AND TECHNICAL ASSISTANCE**

is offered through Federal Administration funding to assist Disadvantaged Business Enterprise (DBE) achievement in business growth and expansion.  
*Code of Federal Regulations (CFR) 49 Part 26*

## **ON THE JOB TRAINING**

programs are designed to offer highway construction trade skill enhancement for minorities, females and other disadvantaged groups.  
*VDOT Road and Bridge Specifications Manual*

## **SEMINARS, CONFERENCES AND COMMITTEE GROUPS**

are organized for information sharing to strengthen industry leadership and to foster professional practices that enhance Disadvantaged Business Enterprise (DBE) availability and utilization.

VDOT is responsible for and collects data to monitor prime and DBE contractor operations for labor and equal opportunity compliance with federal and state regulations.  
*Code of Federal Regulations (CFR) 49 Part 26 Davis Bacon Act*

## **PANEL HEARINGS TO DETERMINE GOOD FAITH EFFORTS**

are convened when a prime contractor has not met the established goal for Disadvantaged Business Enterprise (DBE) participation on construction projects.

## **EQUITABLE LEVEL OF QUALITY SERVICES**

involving highway planning, construction and maintenance are an entitlement of every person in the Commonwealth of Virginia.  
*Title VI of the Civil Rights Act*

## **INVESTIGATING ALLEGATIONS OF DISCRIMINATION,**

starting at the planning stage and continuing through operation processes, VDOT is mindful of its responsibilities to ensure an environment free of discriminatory policies and practices. Accordingly, allegations of unlawful discrimination are viewed as serious matters and investigated thoroughly.

### **Civil Rights Act of 1964**

“No person in the United States shall, on the grounds 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.”

VDOT ensures nondiscrimination and equal employment in all programs and activities in accordance with Title VI and Title VII of the Civil Rights Act of 1964. If you need more information or special assistance for persons with disabilities or limited English proficiency, contact VDOT's Civil Rights Division.

Grindly Johnson  
Chief of Equal Business and Employee Opportunity

### VIRGINIA DEPARTMENT OF TRANSPORTATION CIVIL RIGHTS DIVISION

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# Virginia Department of Transportation

## CIVIL RIGHTS IN THE TRANSPORTATION CONTINUUM

*It's about people*

People are critical to the transportation continuum. After all, transportation is about service for our growing population. Integrating asphalt and steel to broaden access to jobs, education, health care and recreation for example. Transportation impacts our daily lives.

Improving mobility and relieving congestion are high on the list of transportation priorities, but there is more. The formation of partnerships to foster fairness, diversity and full public participation in programs and activities is important to the Virginia Department of Transportation (VDOT).

We strongly encourage public involvement in transportation initiatives to improve safety, enhance community vitality and meet our needs for economic growth. Transportation is not only about cars and trucks, trains or planes; it's about people.

VDOT civil rights programs include:

Title VI and Title VII  
Wounded Veterans Program  
Disadvantaged Business Enterprise Program  
Business Opportunity and Workforce Development  
(BOWD) Center

