

TITLE VI, TITLE VII AND AFFIRMATIVE ACTION SUMMARY

Title VI Overview

Fitzgerald & Halliday, Inc. (FHI) complies with the regulations of Title VI of the Civil Rights Act of 1964, as amended and other nondiscrimination laws and authorities that include regulations relative to nondiscrimination in federally-assisted programs of the Department of Transportation (DOT) Title 49, Code of Federal Regulations (CFR) and the Federal Highway Administration's Title 23 Code of Federal Regulations 200. FHI does not discriminate against any person on the basis of race, color, national origin, sex, age, disability or low income.

Subcontracting

FHI will not discriminate on the grounds of race, color, national origin, sex, age, disability or low income in the selection and retention of subconsultants, including procurements of materials and leases of equipment. FHI will not participate either directly or indirectly in the discrimination prohibited by 49 CFR, Part 21.5.

In all solicitations, either by competitive bidding or negotiation made by FHI for work to be performed under a subcontract, including procurements of materials or equipment, potential subcontractors shall be notified of their obligations under the contract and the regulations relative to nondiscrimination on the grounds of race, color, or national origin. FHI will include the necessary provisions in every subcontract; including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

Title VII and Affirmative Action

Fitzgerald & Halliday, Inc. complies with Title VII of the Civil Rights Act of 1964, as amended. FHI prohibits discrimination in employment and operation on the basis of race, color, religious creed, national origin, ancestry, sex, affectional or sexual orientation, gender identity, Vietnam Era Veteran status, age and disability.

Fitzgerald & Halliday, Inc. is an Affirmative Action/Equal Opportunity Employer and is strongly committed to all policies which will afford equal opportunity employment to all qualified persons without regard to race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disorder, mental retardation, affectional or sexual orientation, gender identity, learning disability or physical disability including, but not limited to blindness, except where any of the above is a bona fide occupational qualification or need. Such action shall include: employment, upgrading, demotion, or transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training. This policy and practice apply to all persons, particularly those that are members of the protected classes identified as being Black, Hispanic, Asian, American Indian, Women and persons with disabilities. All advertising will emphasize that FHI is an "Equal Opportunity Employer".

In implementing this policy and ensuring that equal opportunity is being provided to protected class members, FHI will contact and request referrals from minority and female organizations as available in our region and provided by our public sector labor authorities, referral sources, and media sources. In order to substantiate FHI's efforts and affirmative actions to provide equal opportunity, FHI will maintain, and submit as requested, documentation, such as referral request correspondence, copies of advertisements, and follow-up documentation. FHI will maintain internal EEO/affirmative action audit procedures and reporting and record keeping systems.

Summary

Managers and supervisors are advised of their responsibilities to ensure the success of the FHI's program. The ultimate responsibility for Title VI and Title VII compliance and FHI's Affirmative Action Program rests with Sandra H. Nafis/Managing Director of Finance & Benefits, who has been designated as the EEO officer of FHI. If you need more information or special assistance for persons with physical and/or mental disabilities or limited English proficiency, contact Sandy Nafis at 860-247-7200. Persons with hearing-and speech-impairments can contact FHI by using a toll-free telecommunication device for the deaf (TDD). Call 711 for TTY/TDD.