Title VI Nondiscrimination Policy Statement

It is the policy of the North Carolina Department of Transportation (NCDOT) to ensure that no person shall, on the ground of race, color, national origin, limited English proficiency, income-level, sex, age, or disability, be excluded from participation in, or be denied the benefits of, or be otherwise subjected to discrimination under any NCDOT program or activity, including, where applicable, religion, as provided by Title VI of the Civil Rights Act of 1964, United States Department of Transportation (DOT) Order 1050.2A, Title 49 Code of Federal Regulations (CFR) Part 21, the Civil Rights Restoration Act of 1987, and other pertinent nondiscrimination authorities.¹

The following practices are hereby prohibited throughout NCDOT to comply, at a minimum, with Title VI and related requirements:

- Denying to an individual any standard service, financial aid, or other program benefit without good cause;
- Providing any service, financial aid, or other benefit to a person which is distinct in quantity or quality, or is provided in a different manner, from that provided to others under the program;
- Subjecting a person to segregation or separate treatment in any part of a program;
- Restrictions in the enjoyment of any advantages, privileges, or other benefits enjoyed by others;
- Methods of Administration which, directly or through contractual relationships, would defeat or substantially impair the accomplishment of effective nondiscrimination;
- Different standards, criteria, or other requirements for admission, enrollment, or participation in planning, advisory, contractual or other integral activities;
- Acts of intimidation or retaliation, including threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by any pertinent nondiscrimination law, or because s/he has made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing;
- Discrimination in any employment resulting from a program, a primary objective of which is to provide employment.

To assure that appropriate program measures are implemented and monitored, I have designated Shelby Scales, Director, Office of Civil Rights as NCDOT’s Title VI Coordinator; 919-508-1808; titlevi@ncdot.gov. As an expression of my commitment to and support of the Department’s Title VI Nondiscrimination Program, below is my signature as Secretary of NCDOT.

J. Eric Boyette, Secretary

Date

03-11-2020

¹ Pertinent Nondiscrimination Authorities


b. Other nondiscrimination authorities include, but are not limited to: Religion – Title VIII of the 1968 Civil Rights Act, 42 U.S.C. 3601 (Fair Housing Act); 40 U.S.C. 512; 42 U.S.C. 4712 (Nondiscrimination); Environmental Justice – Executive Order 12898, “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations,” DOT Order 5050.2a, FHWA Order 5050.2a, FTA Circular 4701.1; Limited English Proficiency – Executive Order 13166, “Improving Access to Services for Persons with Limited English Proficiency.”

Academic, Technical, and Professional Development

NCDOT offers a wide range of training programs, including online courses, workshops, and seminars. These programs are designed to help employees enhance their knowledge and skills, ensuring they are well-equipped to meet the demands of their roles.

NCDOT also partners with external organizations to provide ongoing training opportunities for its workforce, ensuring that employees have access to the latest industry trends and best practices.

For more information on NCDOT’s training programs and opportunities, contact the Training and Development Department at 919-733-6949 or visit the NCDOT website.

Contact Information

Phone: 919-733-6949
Fax: 919-733-6950
E-mail: training@ncdot.gov
Website: ncdot.gov