

## Compliance and Regulation

The Office of Compliance and Regulation (OCR) at the RI Department of Transportation (RIDOT) is committed to ensuring compliance with applicable federal and state civil rights, labor, and contractor compliance laws and regulations. This commitment includes providing oversight, guidance, and technical assistance to contractors, consultants, and sub-recipients, to support full compliance with all applicable requirements.

The Office administers and oversees the Department's Americans with Disabilities Act (ADA) and Section 504, Internal Equal Employment Opportunity (IEEO), Contractor Compliance (CCP), On-the-Job Training, Title VI, and Disadvantaged Business Enterprise (DBE) programs to ensure compliance and accessibility of RIDOT's transportation programs, opportunities, and services.

## ADA / 504

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), Section 504 of the Rehabilitation Acts of 1973, and the ADA Amendments Act of 2008, RIDOT will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

The ADA provides comprehensive civil rights protections to any qualified person with a disability; it forbids discrimination not only in government services, programs, and activities, but also in employment practices, access to public accommodations, and telecommunications.

The Department's objective under the ADA program is to ensure all newly constructed or altered pedestrian facilities including but not limited to sidewalks, curb ramps, crosswalks, pedestrian signals, shared-use paths and pedestrian bridges comply with applicable federal accessibility standards, and to identify and upgrade existing facilities as needed to achieve compliance with the 2010 ADA Standards for Accessible Design and PROWAG, as adopted.

General Inquiries DOT.ADA@dot.ri.gov

**Barry Simpson**  
Chief, ADA  
401-563-4056

**Luanne Nevitt, P.E.**  
Chief Civil Engineer  
401-563-4241

**Ibn Bakari, MPA**  
Programming Services Officer  
401-563-4410

## Internal Equal Employment Opportunity (IEEO)

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, religion, sex, or national origin, and prohibits retaliation against individuals who report discrimination or participate in investigations of alleged discrimination. RIDOT complies with Title VII and other federal and state mandates and adheres to Equal Employment Opportunity (EEO) principles for all individuals, regardless of race, color, religion, sex, sexual orientation, gender identity or expression, disability, age, or national origin:

**Juliana Velez, MBA**  
Chief, EEO  
401-563-4040  
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## Contractor Compliance Program (CCP)

RIDOT's Contractor Compliance Program ensures that all federally funded construction contracts comply with federal and state labor and nondiscrimination laws. In accordance with Davis-Bacon and Related Acts (DBRA), Fair Labor Standards Act (FLSA), and Contract Work Hours and Safety Standards Act (CWHSSA) the program ensures contractors compensate prevailing wage and follow fair employment practices.

RIDOT prohibits prime contractors and their subcontractors working on Federal-aid construction contracts from discriminating in their employment, training, and contracting practices. OCR provides oversight, monitoring, and technical assistance to ensure full compliance with all labor and nondiscrimination requirements.

General Inquiries OJT: DOT.OJT@dot.ri.gov,

General Inquiries Prism: DOT.Prismcompliance@dot.ri.gov.

### Contractor Compliance Program

**Alex Risotti, MPH**  
PRISM Coordinator  
401-563-4980

### On-the-Job Training Program

**Scott Carvalho, MBA**  
Principal Equal Opportunity Officer  
401-563-4629

## Title VI

Title VI of the Civil Rights Act of 1964 and other federal nondiscrimination laws prohibit the use of federal funds to subsidize, promote, or perpetuate discrimination based on race, color, national origin, sex, age, disability, Limited English Proficiency, and retaliation. Title VI provides that:

*"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance"*

RIDOT takes Title VI obligations seriously and pledges it will:

- Create opportunities for public participation during transportation planning, design,
- Hold public meetings in easy to access locations and times;
- Provide translation and interpreting services to ensure full access and participation of all individuals;
- Monitor compliance of sub-recipients (local governments or non-profit recipients of federal transportation funds);
- Investigate discrimination complaints under Title VI.

To file a discrimination complaint against RIDOT or a sub-recipient alleging a violation of Title VI or other federal nondiscrimination law, contact the Title VI Coordinator within 180 days of the alleged discriminatory conduct. General Inquiries Title VI: dot.TitleVI@dot.ri.gov

### Solight Sou, MBA

Chief, Title VI  
401-563-4256

## Disadvantaged Business Enterprise (DBE)

The United States Department of Transportation has established a Disadvantaged Business Enterprise (DBE) program, which is designed to remedy ongoing discrimination and the continuing effects of past discrimination in federally-assisted highway, transit, airport, and highway safety financial assistance transportation contracting markets nationwide. The primary remedial goal and objective of the DBE program is to level the playing field by providing small businesses owned and controlled by socially and economically disadvantaged individuals a fair opportunity to compete for federally-funded transportation contracts. USDOT DBE regulations (49 CFR Part 26) require state and local transportation agencies that receive DOT financial assistance to establish goals for the participation of DBEs. Each DOT-assisted State and local transportation agency is required to establish and review annual DBE goals and to establish contract-specific DBE subcontracting goals. General Inquires DOT.DBE@dot.ri.gov

The main objectives of the DBE Program are:

- To ensure that small disadvantaged business enterprises (DBEs) can compete fairly for federally-funded transportation-related projects.
- To ensure that only eligible firms participate as DBEs.
- To assist DBE firms in competing outside the DBE Program.

### **Sheree Gomes, MBE**

Chief, DBE Liaison Officer (DBELO)  
401-563-4691

### **Chris Rancourt Bruzzi, MS, MBA**

Principal Equal Opportunity Officer  
401-563-4147

### **Huda Alsabe, M.ED.**

Sr. External Equal Opportunity Compliance Officer  
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## OFFICE OF COMPLIANCE AND REGULATION

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If information is needed in another language or an alternative accessible format, please contact **401-563-4428**



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