

## Civil Rights

The Office of Civil Rights at the RI Department of Transportation (RIDOT) is committed to fulfilling our obligations under federal and state civil rights laws and equal employment requirements. This includes supporting our contractors, consultants and sub-recipients in achieving full compliance with these laws and requirements.

RIDOT strives to be a model agency with respect to:

- Promoting diversity and equal employment opportunities within our workforce;
- Developing opportunities for meaningful participation of minority and women-owned business enterprises; and
- Delivering services, programs and activities in a nondiscriminatory manner

## 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.

While Section 504 applies only to the federal government and recipients of federal funds, Title II of the ADA applies to all state and local governments, regardless of funding source.

The ADA provides comprehensive civil rights protections to any qualified person with a disability; it forbids discrimination not only in government programs, benefits and services, but also in employment practices, access to public accommodations, and telecommunications. The primary objective of our ADA program is to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities.

### Barry Simpson

Chief Program Development, ADA  
401-563-4056  
Barry.Simpson@dot.ri.gov

## Internal Equal Employment Opportunity (IEEO)

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

In order to create a more effective and representative internal workforce, RIDOT encourages the hiring, training, and promotion of persons within protected classes to reflect more accurately the available workforce in our state.

To obtain a copy of RIDOT’s Affirmative Action Plan or to file a discrimination complaint, please contact:

### Juliana Velez, MBA

Chief Program Development, EEO  
401-563-4040  
Juliana.Velez@dot.ri.gov

## Equal Opportunities Contractor Compliance Program (EOCCP)

In accordance with the requirements stated in “Section II, Nondiscrimination” of the FHWA-1273, RIDOT’s Contractor Compliance Program ensures that federally funded construction contracts comply with equal employment opportunity and affirmative action requirements. RIDOT prohibits prime contractors and their subcontractors working on Federal-aid construction contracts from discriminating on the basis of race, color, religion, sex, national origin, age, or disability in their employment and contracting practices. RIDOT also prohibits discrimination in facilities, on-the-job-training (OJT), and training special provisions (TSP). General Inquiries OJT: dot.OJT@dot.ri.gov, General Inquiries Prism: dot.Prismcompliance@dot.ri.gov.

### Nathan Shapiro

Diversity Compliance, Management System  
Equal Opportunity Contractor Compliance Officer  
401-563-4410

### OJT Compliance

#### Darleen Reyes

Principal Equal Opportunity Officer  
401-563-4042

### Meg Dela Dingco

Sr. External Equal Opportunity Compliance Officer  
401-563-4926

## Title VI / Environmental Justice (EJ)

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, low-income status, 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 our non-discrimination obligations seriously and pledges it will:

- Create opportunities for public participation during transportation planning, design, environmental assessments, and construction;
- Ensure equitable allocation of funds for relocation assistance and maintenance services;
- Hold public meetings in easy to access locations and times;
- Provide translation and interpreting services to ensure full access and participation of Limited English Proficient individuals;
- Promote environmental justice and equitable distribution of burdens and benefits of our transportation programs, projects, and activities;
- Monitor compliance of subrecipients (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 subrecipient alleging a violation of Title VI or other federal nondiscrimination law, contact the Title VI Specialist within 180 days of the alleged discriminatory conduct. General Inquiries Title VI: dot.TitleVI@dot.ri.gov

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Chief Program Development, Title VI and EJ  
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.

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.

### General Inquiries

[DOT.DBE@dot.ri.gov](mailto:DOT.DBE@dot.ri.gov)

### Sheree Gomes

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

### Bryana Delsanto

Principal Equal Opportunity Officer  
401-563-4468

### Huda Alsabe

Sr. External Equal Opportunity Compliance Officer  
401-563-4282

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## OFFICE OF CIVIL RIGHTS

### Nancy Rodriguez, MPA

Administrator, Civil Rights Programs  
401-563-4498

[Nancy.rodriquez@dot.ri.gov](mailto:Nancy.rodriquez@dot.ri.gov)

### Donna Koch-Minett, ADMINISTRATIVE OFFICER

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

A banner image showing a city skyline at night with lights reflecting on a body of water. The text "Rhode Island Department of Transportation OFFICE OF CIVIL RIGHTS" is overlaid in white on a dark blue background at the top of the image.

## Rhode Island Department of Transportation OFFICE OF CIVIL RIGHTS



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