

Connecticut Department of Transportation

Office of Equity

The Office of Equity is responsible for the administration of four Federal-Aid Civil Rights programs; the Disadvantaged Business Enterprise (DBE) Program; the On-the-Job Training (OJT) Program; the Contractor Compliance Program and the Title VI Program. The Office is also responsible for monitoring the State Affirmative Action Contract Compliance requirements.

PROGRAMS

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DBE PROGRAM

The DBE Program certifies businesses that can document that they are socially and economically disadvantaged. Once certified, businesses are eligible to meet DBE goals on Federally Assisted transportation projects. Firms must meet the eligibility requirements under 49 CFR Part 26 of the Federal Regulations to be eligible for certification.

Once a firm is certified by CTDOT they become eligible to participate in the DBE Business Development Program and to receive services provided through the Business Opportunity and Workforce Development Center (CT BOWD Center).

CONTRACTOR COMPLIANCE

The Office of Equity monitors Connecticut Department of Transportation (CTDOT) projects to ensure contractor/project compliance with all programs the Office administers. This includes the utilization of minority and female employment on all projects, the utilization and payment of DBE subcontractors on projects, and adherence to the On-The-Job Training Program. To enforce the monitoring of these programs, the Office of Equity performs Compliance Reviews. This ensures that contractors are in compliance with all State/Federal Regulations and Civil Rights requirements regarding their CTDOT contracts.

ON-THE-JOB (OJT) TRAINING

The On-The-Job Training Program provides training opportunities to individuals interested in heavy and highway construction. This program specifically targets individuals which have been traditionally excluded from employment in the construction related trades.

AFFIRMATIVE ACTION/EEO

Affirmative Action and Equal Opportunity are monitored through company Affirmative Action Plans. Contractors and Consultants doing business with the Department must have an approved Affirmative Action Plan if they have a contract valued at \$10,000 or more on 100% State funded project, or on a Federally Assisted project. Affirmative Action Plans must be approved and on file with the Office of Equity.

TITLE VI PROGRAM

Title VI provides that no person on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or subjected to discrimination under any program or activity receiving Federal financial assistance.