



State of New Jersey

DEPARTMENT OF TRANSPORTATION

P.O. Box 600

Trenton, New Jersey 08625-0600

PHILIP D. MURPHY
Governor

FRANCIS K. O'CONNOR
Commissioner

TAHESHA L. WAY
Lt. Governor

MEMORANDUM

TO: Federal Financial Assisted Contractors, Consultants, Vendors
and other Service Providers

FROM: Francis K. O'Connor, Commissioner

SUBJECT: Federal Fiscal Year 2026 Title VI Nondiscrimination Notice

The New Jersey Department of Transportation ("NJDOT" or "the Department") is committed to ensuring compliance with Title VI of the Civil Rights Act of 1964 and related nondiscrimination statutes and regulations. These include:

- Section 504 of the Rehabilitation Act of 1973
- The Civil Rights Restoration Act of 1987
- The Americans with Disabilities Act of 1990
- The Age Discrimination Act of 1975
- NJDOT's Title VI Compliance and Implementation Plan Assurances

In accordance with these mandates, no person in the State of New Jersey shall, on the basis of race, color, or national origin, be excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any program or activity administered by NJDOT, regardless of funding source (i.e., State, Federal Highway Administration (FHWA), Federal Transit Administration (FTA), Federal Aviation Administration (FAA), Federal Railroad Administration (FRA), Federal Motor Carrier Safety Administration (FMCSA), or any other federal agency).

Contractor Responsibilities

All contractors, consultants, suppliers, vendors, and service providers ("Contractors") awarded contracts funded in whole or in part by federal agencies through NJDOT must comply with Title VI requirements. Specifically, Contractors must:

- **Notify** all potential subcontractors, subconsultants, suppliers, vendors and service providers of their Title VI obligations during all solicitations, whether by competitive bidding or negotiation, including the procurement of materials or leases of equipment.
- **Physically incorporate** Title VI provisions in all subcontracts, agreements, purchase orders, and leases, unless specifically exempted by regulation.
- **Ensure compliance** with Title VI in all programs, activities, and operations, regardless of whether they are federally funded or not.

Non-Compliance and Sanctions

Failure to comply with Title VI requirements may result in sanctions, including but not limited to:

- Withholding of contract payments
- Suspension or termination of the contract, in whole or in part
- Other remedies as determined appropriate by NJDOT and/or the relevant federal agency (FHWA, FTA, FAA, FRA, FMCSA).

Filing a Complaint

Any individual or entity who believes they have been subjected to discrimination under Title VI or related provisions may file a formal complaint within **180 days** of the alleged incident. Complaints must be submitted in writing or in person to:

New Jersey Department of Transportation

Division of Civil Rights and Affirmative Action


Title VI Nondiscrimination Programs Unit

1035 Parkway Avenue, P.O. Box 600

Trenton, NJ 08625

Email: TitleVI@dot.nj.gov

Phone: (609) 963-2047



Francis K. O'Connor
Commissioner

11/13/2025

Date