National Electric Vehicle Infrastructure (NEVI) Program

Exhibit G – Title VI/Nondiscrimination Form

The Washington State Department of Transportation (WSDOT) is a direct recipient of Federal financial assistance. All recipients are required to comply with Title VI of the Civil Rights Act of 1964 (Title 23 CFR Part 200 and Title 49 CFR Part 21), as well as related statutes and regulations.

Title VI

Title VI of the Civil Rights Act of 1964 prohibits discrimination based upon race, color, and national origin. Specifically, 42 USC § 2000d states that "No person in the United States, shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

Title VI of the Civil Rights Act of 1964 is the Federal law that protects individuals and groups from discrimination on the basis of their race, color, and national origin in programs and activities that receive Federal financial assistance. The Federal Highway Administration, Federal Transit Administration, Federal Aviation Administration and the Federal Railroad Administration each reference Title VI and other civil rights statutes and related authorities that prohibit discrimination in programs and activities receiving Federal financial assistance.

For more information, please visit the WSDOT Title VI webpage at:
https://www.wsdot.wa.gov/EqualOpportunity/titlevi.htm

Grantee's Obligations

(1) **Nondiscrimination** - In accordance with Title VI of the Civil Rights Act, as amended, 42 U.S.C. § 2000d, section 303 of the Age Discrimination Act of 1975, as amended, 42 U.S.C. § 6102, section 202 of the Americans with Disabilities Act (ADA) of 1990, 42 U.S.C. § 12132, and Federal transit law at 49 U.S.C. § 5332, Grantee agrees that it will not discriminate against any employee or applicant for employment because of race, color, creed, national origin, sex, age, or disability. In addition, Grantee to comply with applicable Federal implementing regulations. Grantee will also adhere to all applicable nondiscrimination provisions in chapter 49.60 RCW.

(2) **Equal Employment Opportunity**: The following equal employment opportunity requirements apply to the underlying contract:

a) **Race, Color, Creed, National Origin, Sex** - In accordance with Title VII of the Civil Rights Act, as amended, 42 U.S.C. § 2000e, and Federal transit laws at 49 U.S.C. § 5332,

Grantee agrees to comply with all applicable equal employment opportunity requirements of U.S. Department of Labor (U.S. DOL) regulations, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor," 41 C.F.R. Parts 60 et seq., , and with any applicable and lawful Federal statutes, executive orders, regulations, and Federal policies that may in the future affect construction activities undertaken in the course of the Project. Grantee agrees to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, creed, national origin, sex, or age. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. In addition, the Contractor agrees to comply with any lawful implementing requirements.

b) **Age** - In accordance with section 4 of the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. §§ 623 and Federal transit law at 49 U.S.C. § 5332, Grantee agrees to refrain from discrimination against present and prospective employees for reason of age. In addition, Grantee agrees to comply with any lawful implementing requirements.

c) **Disabilities** - In accordance with section 102 of the Americans with Disabilities Act, as amended, 42 U.S.C. § 12112, Grantee agrees that it will comply with the requirements of U.S. Equal Employment Opportunity Commission, "Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act," 29 C.F.R. Part 1630, pertaining to employment of persons with disabilities. In addition, Grantee agrees to comply with any lawful implementing requirements.

For more information, please visit the WSDOT Office of Equity and Civil Rights' webpage at: https://www.wsdot.wa.gov/EqualOpportunity/titlevi.htm