

YOUR GUIDE to

Civil Rights



New Jersey Department of Transportation

Governor James E. McGreevey

Commissioner Jack Lettiere

Director Victoria Rivera-Cruz, Esq.

THE DIVISION

The Division of Civil Rights and Affirmative Action is responsible for advocating the creation and maintenance of a diverse workforce in all New Jersey Department of Transportation (NJDOT) job categories and promoting a work environment free of discrimination and harassment. It ensures that NJDOT contractors actively comply with federal and state Equal Employment Opportunity, Disadvantaged Business Enterprise and Training and Wage Rate provisions on all construction projects. In addition, the Division compiles a diverse pool of disadvantaged, minority and women business enterprise firms for participation in all NJDOT procurement activities.




Through the Director's Office, the Division directs and coordinates policies and procedures to ensure the effectiveness of NJDOT internal and external Equal Employment Opportunity/ Affirmative Action Programs in accordance with federal and state anti-discrimination rules and regulations.




The Division's Units are Affirmative Action, Disadvantaged Business Enterprises, Contract Compliance, Wage Rate and Title VI.


*The mission of NJDOT
through this division is to promote and ensure
equal employment opportunity, environmental justice and small business
development in all NJDOT programs and business activities.*




Affirmative Action Unit



The Affirmative Action Office promotes and works to ensure an environment free of discrimination and harassment through training, complaint processing procedures and the dissemination of federal and state discrimination and harassment policies. It promotes a diverse workforce in all NJDOT job categories through its workforce plan, recruitment strategies, monitoring and training.



Disadvantaged Business Enterprise (DBE) Unit



The DBE Unit creates and maintains through its certification program a diverse pool of disadvantaged firms (small, minority and women-owned firms) for participation in all New Jersey Department of Transportation procurement activities according to state and federal regulations.



Contract Compliance Unit



The Contract Compliance Unit ensures that NJDOT contractors actively comply with federal and state Equal Employment Opportunity, DBE and training provisions on all projects.

Wage Rate Unit

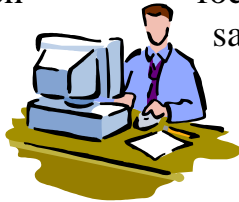
The Wage Rate Unit ensures that NJDOT contractors actively and state wage rate laws, rules and regulations on all projects.



Unit ensures that NJDOT contractors actively and state wage rate laws, rules and regulations

Title VI Unit

The Title VI Unit oversees and ensures that all programs and activities of the NJDOT comply with the Federal Law, Title VI of the Civil Rights Act of 1964 and Executive Order 12898. The Environmental Justice Program is a subset of Title VI, which focuses on minority, low-income and other populations to ensure the same level of service as is provided to non-minority communities.



Other Programs

- DBE Supportive Services Program
- Emerging Small Business Enterprise Program
- Youth Corps Urban Gateway Enhancement Program

New Jersey
Department of Transportation

*Mission: To provide reliable,
environmentally and socially responsible transportation and
motor vehicle networks and
services to support and improve the safety and mobility of people and goods in New
Jersey.*

For additional information, please contact:

**NJDOT
Division of Civil Rights and
Affirmative Action
1035 Parkway Avenue
P.O. Box 600
Trenton, NJ 08625-0600**

**Or call at 609/530-3009
Fax: 609/530-4030**

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