



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: Sub-Recipients of Federal Financial Assistance

FROM: Francis K. O'Connor, Commissioner

SUBJECT: Federal Fiscal Year 2026 Title VI Nondiscrimination Notice to Sub-recipients of Federal Financial Assistance

The New Jersey Department of Transportation's (NJDOT or Department) Nondiscrimination Policy is to abide by Title VI of the Civil Rights Act of 1964, and other related mandates including Section 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act of 1990, the Age Discrimination Act of 1975, and the Assurances set forth in the Department's Title VI Compliance and Implementation Plan to ensure that "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 in any program or activity" which is administered by the Department, regardless of funding source (i.e. State, Federal Highway Administration, Federal Transit Administration, Federal Aviation Administration, Federal Railroad Administration, or Federal Motor Carrier Safety Administration).

NJDOT hereby notifies all sub-recipients, including but not limited to, local public agencies receiving federal financial assistance through NJDOT from the Federal Highway Administration (FHWA), Federal Transit Administration (FTA), Federal Aviation Administration (FAA), Federal Railroad Administration (FRA) or Federal Motor Carrier Safety Administration (FMCSA), or other federal agencies, that sub-recipients must comply with NJDOT's Title VI Program requirements that prohibit discrimination on the basis of race, color, or national origin.

Sub-recipients shall notify potential subcontractors or suppliers of the Title VI obligations under the contract for all solicitations by competitive bidding or negotiation for contract work, including the procurement of materials or leases of equipment.

Sub-recipients shall include Title VI contract provisions in every subcontract, including procurement of materials and leases of equipment, unless exempt by the Title VI regulations.

In the event of a sub-recipient's non-compliance with nondiscrimination provisions of the contract, NJDOT shall impose such contract sanctions as it, FHWA and/or FTA, FAA, FRA or FMCSA may determine to be appropriate, including but not limited to withholding of payments to the sub-recipient under the contract until the contractor complies, and/or cancellation, termination, or suspension under the contract, in whole or in part.

Any person, sub-recipient, or contractor who believes that they have been subjected to an unlawful discriminatory practice under Title VI and/or another nondiscrimination provision has a right to file a formal complaint within one hundred eighty (180) days following the alleged discriminatory action. Any such complaint must be filed in writing or in person with:

New Jersey Department of Transportation
Division of Civil Rights and Affirmative Action
Title VI Nondiscrimination Programs Unit
1035 Parkway Avenue
PO Box 600
Trenton, NJ 08625
(609) 963-2047



Francis K. O'Connor
Commissioner



Date