TITLE VI FILE

NEW YORK STATE DEPARTMENT OF TRANSPORTATION AFFIRMATIVE ACTION POLICY STATEMENT

It is the policy of the New York State Department of Transportation (the Department) to afford equal opportunity in all of its programs and to take affirmative actions to prevent and eliminate barriers to employment, training, promotions, and retention on the basis of race, creed, color, gender, religion, national origin, age, physical disability, sexual orientation, or military status.

As Commissioner of the Department of Transportation, my direct commitment to equal opportunity, diversity, and affirmative action will not only be reflected in the Department's policies, but also in the actions of its managers, supervisors and employees who I charge to implement affirmative action in the Department's day-to-day program and employment decisions.

The Department will take all necessary steps to comply with all State and Federal laws, statutes and regulations designed to implement equal employment and affirmative actions to comply with these laws and statutes but will strive to go beyond mere compliance and establish our efforts as a benchmark for diversity, affirmative action and equal opportunity.

The Chief Administrative Officer has been charged to direct and carry out the above responsibilities through the Office of Human Resources' Diversity Management Bureau, to administer the Department's internal affirmative action/equal employment opportunity programs. The Diversity Management Bureau is responsible for directing, monitoring, and evaluating the Department's efforts to achieve a workplace free from discrimination and where all employees have an equal opportunity to improve their employment status.

It is the policy of the Department to provide qualified persons with disabilities an equal opportunity to participate in and receive the benefits, services, programs, and activities of the Department and to provide such persons reasonable accommodations and/or reasonable modifications when necessary or requested. The Department shall also provide reasonable accommodations for religious observers within its abilities.

In accordance with the State of New York Executive Order VI and Article 15A, and Federal laws: Civil Rights Act of 1964, as amended, and the Environmental Justice Executive Order 12898, the Civil Rights Restoration Act of 1987, Title 49 CFR Part 21, and other related statutes and regulations, it is the policy of the New York State Department of Transportation that no person in the State of New York will, on the grounds of race, color, sex, age, national origin, religion, disabling condition, or being included within minority populations and/or low income populations, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity administered by the Department.

Furthermore, I have directed the Civil Rights Bureau to develop and monitor policies to ensure affirmative action in activities associated with the Department's external expenditure of funds by contract, grant or discretionary purchase and to direct and coordinate Title VI functions, compliance efforts, and supportive services.

As Commissioner of the New York State Department of Transportation, I have directed all program areas, recipients and sub-recipients to comply with the aforementioned State and Federal executive orders, regulations and statutes. Each entity has been and will continue to have technical support and advice from the Chief Administrative Officer of the Administrative Services Division through the Civil Rights Bureau (CRB) to meet these objectives.

Astrid Glynn
Commissioner of Transportation