



### **Title VI Non-Discrimination Policy Statement**

It is the policy of Applied Research Associates, Inc. (ARA), to comply with the regulations of Title VI of the Civil Rights Act of 1964, as amended and other nondiscrimination laws and authorities, that include regulations relative to nondiscrimination in federally-assisted programs of the Department of Transportation (DOT) Title 49, Code of Federal Regulations (CFR) and the Federal Highway Administration's Title 23 Code of Federal Regulations 200. ARA does not discriminate against any person on the basis of race, color, national origin, sex, age, disability, or low-income.

In addition to Title VI, ARA will not discriminate under other statutes that afford legal protection the bases of sex, age or disability. ARA will not discriminate in the selection and retention of subconsultants, including procurements of materials and leases of equipment. ARA will not participate either directly or indirectly in the discrimination prohibited by 49 CFR, Part 21.5.

In all solicitations, either by competitive bidding or negotiation made by ARA for work to be performed under a subcontract, including procurements of materials or equipment, each potential subcontractor or supplier shall be notified of the contractor's obligations under the contract and the Regulations relative to nondiscrimination on the grounds of race, color or national origin. ARA will include the necessary nondiscrimination provisions in every subcontract; including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

ARA ensures nondiscrimination in all programs and activities in accordance with Title VI of the Civil Rights Act of 1964. If you need more information or special assistance for persons with disabilities or limited English proficiency, contact Dominique Atencio, HR Director, at 505-881-8074 or [datencio@ara.com](mailto:datencio@ara.com). Persons with hearing-and speech-impairments can contact ARA. by using the Virginia Relay Service, a toll-free telecommunication device for the deaf (TDD). Call 711 for TTY/TDD.