

THE VTRANS OFFICE OF CIVIL RIGHTS

ABOUT THE OFFICE OF CIVIL RIGHTS

The Office of Civil Rights is the focal point for equal opportunity compliance activities and functions conducted throughout the state. We are responsible for overseeing VTrans internal and external civil rights programs, insuring compliance with all federal and state civil rights and non-discrimination laws and requirements and acting to move forward the Agency's civil rights goals and objectives.

Working closely with VTrans leadership and in partnership with other Agency Divisions, the Office of Civil Rights administers the following mandatory civil rights programs: Internal and External Equal Employment Opportunity (EEO) Programs, Disadvantaged Business Enterprises (DBE) Program, Contractor Compliance Program, Supportive Services Programs (DBE and on-the-Job Training), Labor and Wage Compliance Program, Title VI Program, and ADA Program.

The Office of Civil Rights strives to be the catalyst that facilitates and supports equity principles throughout the organization utilizing a proactive, interdisciplinary strategy to fulfill the following goals and objectives:

To proactively provide strategies and/or remedies to promote equity, inclusion and fairness.

To engage all stakeholders respectfully and promote a culture of respect.

To maintain state and federal compliance with all civil rights requirements.

To ensure nondiscrimination in VTrans programs or activities receiving federal financial assistance by reviewing, consulting and monitoring our practices.

To eliminate unlawful discrimination in contracting practices and policies.

OUR MISSION

The Office of Civil Rights works to ensure equal opportunity and access for all VTrans employees, job applicants, contractors, and the public. Our mission is to promote a culture of respect and to build positive, inclusive, and enduring relationships with all of our internal and external stakeholders through outstanding customer service, technical assistance, outreach, innovation, partnerships, sustainable programs, and compliance.

OFFICE OF CIVIL RIGHTS MOST POPULAR WEBPAGES

- DBE Center: <http://vtrans.vermont.gov/civil-rights/doing-business/dbe-center>
- Davis Bacon Wage Rates: <http://vtrans.vermont.gov/civil-rights/doing-business/contractors-center/davis-bacon>
- Highway Construction Poster Package: <http://vtrans.vermont.gov/civil-rights/doing-business/contractors-center/poster-packages>
- Employment Diversity in Highway Construction: <http://vtrans.vermont.gov/civil-rights/employment/edhc>
- Limited English Proficiency: <http://vtrans.vermont.gov/civil-rights/compliance/titlevi/lep>
- VTrans Employment: <http://vtrans.vermont.gov/civil-rights/employment/opportunities>
- Civil Rights Programs FAQ's: <http://vtrans.vermont.gov/civil-rights/forms/faqs>
- Civil Rights Forms & Resources: <http://vtrans.vermont.gov/civil-rights/forms>
- Contractors Center: <http://vtrans.vermont.gov/civil-rights/doing-business/contractors-center>
- Title VI & Environmental Justice: <http://vtrans.vermont.gov/civil-rights/compliance/titlevi>
- ADA Resources & Useful Links: <http://vtrans.vermont.gov/civil-rights/compliance/ada/resources>
- Small Business Center: <http://vtrans.vermont.gov/civil-rights/doing-business/small-business-center>

WHO YA GONNA CALL...

CONTACT INFORMATION FOR THE VTRANS OFFICE OF CIVIL RIGHTS & LABOR COMPLIANCE

FOR HELP WITH:

- DAVIS BACON-CERTIFIED PAYROLLS & WAGE RATES
- CONTRACTOR COMPLIANCE/LABOR COMPLIANCE
- PROMPT PAY ENFORCEMENT
- DISADVANTAGED BUSINESS ENTERPRISE (DBE) CERTIFICATION

CONTACT: SONYA BOISVERT – CIVIL RIGHTS PROGRAM MANAGER

E-MAIL: SONYA.BOISVERT@VERMONT.GOV

PHONE: 802-828-2644 CELL: 802-279-1330

WEB SITE: VTRANS.VERMONT.GOV/CIVIL-RIGHTS/DOING-BUSINESS/CONTRACTORS-CENTER

FOR HELP WITH:

- TITLE VI COMPLIANCE
- ADA COMPLIANCE
- EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICIES & AFFIRMATIVE ACTION PLAN (AAP) IMPLEMENTATION
- NON-DISCRIMINATION POLICIES AND RESOURCES
- CIVIL RIGHTS PROGRAM PLANS & POLICY STATEMENTS

CONTACT: SUE HACKNEY – EEO, TITLE VI, & ADA OFFICER, CIVIL RIGHTS & LABOR COMPLIANCE DEPUTY CHIEF

E-MAIL: SUSAN.HACKNEY@VERMONT.GOV

PHONE: 802-828-5858 CELL: 802-249-9291

WEB SITE: VTRANS.VERMONT.GOV/CIVIL-RIGHTS/COMPLIANCE

FOR HELP WITH:

- ALL OF THE ABOVE
- WORKFORCE DEVELOPMENT & DIVERSITY
- EEO TRAINING AND WORKPLACE RESPECT
- EEO INVESTIGATIONS & CONFIDENTIAL CONSULTATIONS

CONTACT: LORI VALBURN – CIVIL RIGHTS & LABOR COMPLIANCE CHIEF

E-MAIL: LORI.VALBURN@VERMONT.GOV

PHONE: 802-828-5561 CELL: 802-777-6262

WEB SITE: VTRANS.VERMONT.GOV/CIVIL-RIGHTS

GENERAL INFORMATION

VTRANS OFFICE OF CIVIL RIGHTS & LABOR COMPLIANCE
ONE NATIONAL LIFE DRIVE, MONTPELIER, VT 05633-5001

WEB SITE: VTRANS.VERMONT.GOV/CIVIL-RIGHTS FAX: 802-828-1047

FOR HELP WITH:

- EMPLOYMENT DIVERSITY IN HIGHWAY CONSTRUCTION
- REFERRALS OF WOMEN & MINORITY CANDIDATES
- OJT PROGRAM
- CDL AND OTHER SKILLS BASED TRAINING PROGRAMS
- CONTRACTOR COMPLIANCE/LABOR COMPLIANCE

CONTACT: BETH MEYER-EHRICH – CIVIL RIGHTS PROGRAM MANAGER

E-MAIL: BETH.MEYEREHRICH@VERMONT.GOV

PHONE: 802-828-2715 CELL: 802-522-4034

WEB SITE: VTRANS.VERMONT.GOV/CIVILRIGHTS/EMPLOYMENT/EDHC/OJT

FOR HELP WITH:

- OUTREACH, RECRUITMENT, JOB FAIRS, & TEMP APPS
- INTERVIEW PANELS
- NEW EMPLOYEE ORIENTATION
- EEO TRAINING AND WORKPLACE RESPECT
- YOUTH OUTREACH: JOB SHADOWS, COMMUNITY BASED LEARNING, NATIONAL SUMMER TRANSPORTATION INSTITUTE
- DBE AND SMALL BUSINESS SUPPORTIVE SERVICES

CONTACT: AND MORSE – CIVIL RIGHTS PROGRAM MANAGER

E-MAIL: AND.MORSE@VERMONT.GOV

PHONE: 802-828-4002 CELL: 505-1329

WEB SITE: VTRANS.VERMONT.GOV/CIVIL-RIGHTS

FOR HELP WITH:

- CIVIL RIGHTS PROGRAM SUPPORT, SCHEDULING & RESOURCES
- INFORMATION SERVICES & DATA MANAGEMENT
- PROGRAMMING & FINANCIAL SERVICES

CONTACT: KAREN BROUILLETTE – CIVIL RIGHTS PROGRAM COORDINATOR

E-MAIL: KAREN.BROUILLETTE@VERMONT.GOV

PHONE: 802-917-8388

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