

# **Disadvantaged Business Enterprise Program**

CFX's Disadvantaged Business Enterprise program focus is to ensure that CFX and its sub- recipients prevent discrimination in all programs and activities, whether those programs and activities are federally or non-federally funded.

## **Program Overview**

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in programs or activities receiving federal financial assistance. Presidential Executive Order 12898 addressing environmental justice in minority and low-income populations. Presidential Executive Order 13166 addresses services to those individuals with limited English proficiency. The rights of women, the elderly and the disabled are protected under related authorities. These Presidential Executive Orders and the related authorities fall under the umbrella of Title VI.

CFX's Title VI Program is responsible for providing leadership, direction and policy to ensure compliance with Title VI of the 1964 Civil Rights Act and related authorities. CFX is proud of its policy to ensure that social impacts to communities and people are recognized early and continually throughout the transportation decision-making process.

## **Policy Statement**

It is the policy of the Central Florida Expressway Authority that disadvantaged businesses, as defined by 49 Code of Federal Regulations (CFR) Part 26, shall have an opportunity to participate in the performance of CFX TIFIA funded contracts in a nondiscriminatory

environment. The objectives of the US DOT DBE program are to ensure nondiscrimination in the award and administration of contracts, ensure firms fully meet eligibility standards, help remove barriers to participation, create a level playing field, assist in the development of a firm so it can compete successfully outside of the program, provide flexibility, and ensure narrow tailoring of the program.

## **TITLE VI/NONDISCRIMINATION PROGRAM – POLICY STATEMENT**

It is the policy of the Central Florida Expressway Authority, under ***Title VI of the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; Age Discrimination Act of 1975; Section 324 of the Federal-Aid Highway Act of 1973; Civil Rights Restoration Act of 1987***; and related statutes and regulations, that no person in the United States shall, on the basis of race, color, national origin, sex, age, disability/handicap, or income status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination or retaliation under any federally or non-federally funded program or activity administered by the Central Florida Expressway Authority.

CFX, contractors, sub-recipients, subcontractor shall not discriminate on the basis of race, color, national origin, or sex in the performance of contracts. The contractor shall carry out applicable requirements of 49 CFR part 26 in the award and administration of DOT assisted contracts. Failure by the contractor to carry out these requirements is a material breach, which may result in the termination or other remedy as the recipient deems appropriate.

### **DBE Goal**

CFX has received approval from Federal Highway Administration (FHWA) to adopt and use the Florida Department of Transportation (FDOT) race neutral program goal and DBE specification as applicable.

Firms identified as a Disadvantaged Business Enterprise by FDOT shall be accepted towards the DBE race neutral goal of 9.91%.

The Supplier Diversity Office will maintain, develop, implement and monitor this policy. We are available to assist you with technical assistance, resources, guidance, and all other information as it relates to Title VI of the Civil Rights Act of 1964. Please feel free to contact Iranetta J. Dennis for immediate assistance.

**Iranetta J. Dennis**

Supplier Diversity Director

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