

# 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](mailto:sonya.boisvert@vermont.gov)

Cell: 802-279-1330

### FOR HELP WITH:

- Title VI Compliance
- ADA Compliance
- Data Collection and Reporting

### Contact:

**Tricia Martin** – Civil Rights Program Manager

E-mail: [patricia.martin@vermont.gov](mailto:patricia.martin@vermont.gov)

Cell: 802-595-6959

### FOR HELP WITH:

- Workforce Development & Diversity
- DBE/Contractor Compliance/Labor Compliance/OJT
- Outreach, Recruitment, Retention & Training Programs
- Youth Programs
- Equal Employment Opportunity (EEO)/Complaints

**Contact: Colleen Montague** – Civil Rights Deputy Director

E-Mail: [colleen.montague@vermont.gov](mailto:colleen.montague@vermont.gov)

Cell: 802-777-2654

### FOR HELP WITH:

- OJT Program
- CDL Training Programs
- Workforce Training Programs
- Contractor Compliance/Labor Compliance

### Contact:

**Karen Brouillette** – Civil Rights Program Coordinator

E-mail: [karen.brouillette@vermont.gov](mailto:karen.brouillette@vermont.gov)

Cell: 802-917-8388

### FOR HELP WITH:

- Workforce Development & Diversity
- Outreach, Recruitment, Retention & Training Programs
- Youth Programs

### Contact:

**And Morse** – Civil Rights Program Manager

E-mail: [And.Morse@vermont.gov](mailto:And.Morse@vermont.gov)

Cell: 802-505-1329

### FOR HELP WITH:

- Workforce Development & Diversity
- Equal Employment Opportunity (EEO)/Complaints
- All of the above

**Contact: Lori Valburn** – Civil Rights Director

E-Mail: [lori.valburn@vermont.gov](mailto:lori.valburn@vermont.gov)

Cell: 802-777-6262



### VTrans Office of Civil Rights & Labor Compliance

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