

**Non-Discrimination Policy Statement**  
(Date of Adoption: November 1, 2012)

It is the policy of DMY Engineering Consultants Inc. 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. DMY Engineering Consultants Inc. does not discriminate against any person on the basis of race, color, national origin.

In addition to Title VI, DMY Engineering Consultants Inc. will not discriminate under other statutes that afford legal protection on the basis of sex, age or disability. DMY Engineering Consultants Inc. will not discriminate in the selection or retention of subconsultants, including procurements of materials and leases of equipment. DMY Engineering Consultants Inc. 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 DMY Engineering Consultants Inc. 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. DMY Engineering Consultants Inc. will include the necessary provisions in every subcontract; including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

DMY Engineering Consultants Inc. ensures nondiscrimination and equal employment opportunity 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 Wayne Ma at 703-665-0586 ext. 110. Persons with hearing-and speech-impairments can contact DMY Engineering Consultants Inc. by using the Virginia Relay Service, a toll-free telecommunication device for the deaf (TDD). Call 711 for TTY/TDD.

Sincerely,

**DMY ENGINEERING CONSULTANTS INC.**

