

HNTB Corporation

**Non-Discrimination Policy Statement**

It is the policy of HNTB Corporation 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. HNTB does not discriminate against any person on the basis of race, color, national origin, sex, age, disability, or low-income.

HNTB will not discriminate on the grounds of race, color, sex, national origin, age, or disability in the selection and retention of subconsultants, including procurements of materials and leases of equipment. HNTB 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 HNTB 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, national origin, sex, age, disability, and low income. The HNTB 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.

HNTB 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, HNTB by email at [reasonableaccomodations@hntb.com](mailto:reasonableaccomodations@hntb.com).