



State of New Jersey

DEPARTMENT OF TRANSPORTATION
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PHILIP D. MURPHY
Governor

DIANE GUTIERREZ-SCACCETTI
Commissioner

SHEILA Y. OLIVER
Lt. Governor

Disadvantaged Business Enterprise (DBE) Program

Policy Statement

The New Jersey Department of Transportation (NJDOT) has established a Disadvantaged Business Enterprise (DBE) Program in accordance with regulations of the United States Department of Transportation (USDOT), 49 CFR Part 26. The NJDOT has received federal financial assistance from the USDOT, and as a condition of receiving this assistance, the NJDOT has signed an assurance that it will comply with 49 CFR Part 26.

NJDOT is committed to ensuring that DBEs, as defined in 49 CFR Part 26 have an equal opportunity to receive and participate in USDOT-assisted contracts. As such NJDOT will not discriminate on the basis of race, creed, color, national origin, age, ancestry, nationality, marital or domestic partnership status, gender, disability, affectional or sexual orientation, gender identity or expression, religion, liability for military service, veteran's status, income level or ability to read, write or speak English in the award and performance of any USDOT assisted contract or the administration and implementation of its DBE Program, or requirements under of 49 CFR 26. It is also our policy to:

1. Ensure nondiscrimination in the award and administration of USDOT-assisted contracts and consultant agreements;
2. Create a level playing field on which DBEs can compete fairly for USDOT-assisted contracts and consultant agreements;
3. Ensure that the DBE Program is narrowly tailored in accordance with applicable law;
4. Ensure that only firms that fully meet 49 CFR Part 26 eligibility standards are permitted to participate as DBEs;
5. Help remove barriers to the participation of DBEs in USDOT-assisted contracts;
6. Promote the use of DBEs in all types of federally assisted contracts;
7. Assist in the development of firms that can compete successfully in the marketplace outside the DBE Program; and
8. Provide appropriate flexibility in establishing and providing opportunities for DBEs.

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The Director, Division of Civil Rights and Affirmative Action has been designated the NJDOT DBE Liaison Officer for NJDOT. Accordingly, the Director is responsible for developing, monitoring and implementing all aspects of the DBE Program. Implementation of the DBE Program is accorded the same priority as compliance with all other legal obligations incurred by NJDOT in its financial assistance agreements with the USDOT.

Questions regarding the program can be directed to the following:

**New Jersey Department of Transportation
Division of Civil Rights and Affirmative Action
Disadvantaged and Small Business Programs Unit
1035 Parkway Avenue
PO Box 600
Trenton, New Jersey 08625
Email: DOT.DBE_ESBEPrograms@dot.nj.gov
Telephone: (609) 963-2051**



**Diane Gutierrez-Scaccetti
Commissioner**



Date