

Civil Rights / Non-Discrimination Federal Provisions

This document is created based on Contract Provision Guidelines for Obligated Sponsors and Airport Improvement Program Projects (Issued March 17, 2026).

These provisions shall apply where applicable to contracts, purchase orders, agreements, and subcontracts funded in whole or in part with Federal Aviation Administration (FAA) assistance or where the Authority is an obligated sponsor.

1. Civil Rights – General (49 U.S.C. § 47123)

The Supplier agrees that it will comply with pertinent statutes, Executive Orders, and such rules as are promulgated to ensure that no person shall, on the grounds of race, color, national origin, or sex be excluded from participating in any activity conducted with or benefiting from Federal assistance. This provision applies to all contracts regardless of funding source where the Authority is an obligated sponsor under the Airport Improvement Program.

The Supplier agrees to include the above statement in any subsequent subcontract that it enters into as part of the contract so that such provisions will be binding upon each subcontractor.

2. Civil Rights – Title VI Assurance (49 CFR Part 21)

During the performance of this contract, the Supplier, for itself, its assignees, and successors in interest agrees as follows:

Compliance with Regulations – The Supplier will comply with the Title VI List of Pertinent Nondiscrimination Statutes and Authorities, which are incorporated by reference and made part of this contract.

Non-Discrimination – The Supplier, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment.

Solicitations for Subcontracts – In all solicitations either by competitive bidding or negotiation made by the Supplier for work to be performed under a subcontract, each potential subcontractor or supplier will be notified of the Supplier's obligations under this contract relative to nondiscrimination on the grounds of race, color, or national origin.

Information and Reports – The Supplier will provide all information and reports required by the Acts, Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, and facilities as may be determined by the Authority or the FAA.

Sanctions for Noncompliance – In the event of a Supplier's noncompliance with the nondiscrimination provisions, the Authority may impose contract sanctions as it or the FAA determines appropriate, including withholding payments or terminating the contract.

Incorporation of Provisions – The Supplier will include the provisions of this section in every subcontract unless exempt by the regulations.

3. Title VI List of Pertinent Nondiscrimination Authorities

During the performance of this contract, the Supplier shall comply with applicable nondiscrimination statutes and authorities including but not limited to:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. §2000d et seq.).
- 49 CFR Part 21 – Nondiscrimination in Federally Assisted Programs of the Department of Transportation.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970.
- Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. §794).
- The Age Discrimination Act of 1975 (42 U.S.C. §6101 et seq.).
- Airport and Airway Improvement Act of 1982 (49 U.S.C. §47123).
- The Civil Rights Restoration Act of 1987.
- Titles II and III of the Americans with Disabilities Act of 1990.
- Executive Order 12898 – Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations.
- Executive Order 13166 – Improving Access to Services for Persons with Limited English Proficiency.

4. Disadvantaged Business Enterprise (49 CFR Part 26)

The Supplier shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. The Supplier shall carry out applicable requirements of 49 CFR Part 26 in the award and administration of DOT-assisted contracts.

Failure by the Supplier to carry out these requirements is a material breach of the contract which may result in termination of the contract or such other remedy as the Authority deems appropriate.

Prompt Payment (49 CFR §26.29)

The Supplier agrees to pay each subcontractor under this contract for satisfactory performance no later than ten (10) days from the receipt of each payment the Supplier receives from the Authority. The Supplier agrees further to return retainage payments to each subcontractor within ten (10) days after the subcontractor's work is satisfactorily completed.

5. Duration of Civil Rights Provisions

These Civil Rights provisions apply during the period of performance of the contract and extend to any subcontract or lower-tier agreement.