



U.S. Department  
of Transportation  
Federal Highway  
Administration

MAR 29 2011

1200 New Jersey Avenue, SE  
Washington, D.C. 20590

In Reply Refer To: HCR-40  
DOT #2011-0141

(b) (6)

Dear (b) (6):

This is in reference to your complaint of discrimination, dated December 3, 2010, against (b) (6) (b) (6) (Respondent) alleging violations of Title VI of the Civil Rights Act of 1964 (Title VI). In your complaint, you alleged that after performing duties specified under Georgia Department of Transportation (GDOT) project numbers NH 75-1(206) and NH 75-1(206)01, the Respondent refused to pay you for several invoices and withheld retainage from you, based on your race (African American).

Since the Respondent is a sub-recipient of Federal-aid funds through the GDOT, your complaint was investigated by the GDOT in accordance with the Federal Highway Administration's (FHWA) complaint processing procedures. State recipients can conduct investigations of complaints alleging violations of Title VI of its sub-recipients or contractors and make a recommended finding to the Federal decisionmaking authority. However, the U.S. Department of Justice has determined that a Title VI finding of violation or no violation is a Federal decision that cannot be delegated. All FHWA recipients must submit their proposed dispositions to the FHWA for a final agency decision.

The FHWA is in receipt of a Settlement Agreement from the GDOT regarding your complaint. Therefore, the FHWA finds that the issues raised in your complaint have been resolved.

This concludes the FHWA's processing of this matter and no further action will be taken.

Sincerely yours,

Brenda F. Armstead  
Director, Investigations and Adjudications

cc: Mr. Michael G. Cooper, Director, Equal Employment Opportunity, Equal Opportunity Office, GDOT  
Ms. Carol Barnett, Title VI/Environmental Justice Coordinator, Equal Opportunity Office, GDOT  
Mr. Rodney N. Barry, Division Administrator, FHWA, HDA-GA  
Ms. Vanessa Ross, Civil Rights Specialist, FHWA, HDA-GA

