



## Title VI Non-Discrimination Policy

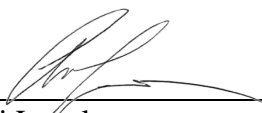
It is T.Y. Lin's policy to comply with Title VI of the Civil Rights Act of 1964, as amended; its implementing regulations; and all other applicable laws prohibiting nondiscrimination in connection with federally-assisted programs of the United States Department of Transportation (DOT) ("federally assisted programs").

T.Y. Lin does not discriminate against any person on the basis of race, color, national origin, sex, age, disability, or limited English proficiency.

T.Y. Lin does not discriminate in the selection or retention of subconsultants in connection with federally assisted programs, including procurements of materials and leases of equipment.

In all solicitations, either by competitive bidding or negotiation made by T.Y. Lin for work to be performed under a federally assisted program, including procurements of materials or equipment, each potential subcontractor or supplier shall be notified of the contractor's obligations under the contract and the applicable regulations with regard to nondiscrimination on the ground of race, color, national origin, sex, age, disability, or limited English proficiency. T.Y. Lin will include the necessary nondiscrimination provisions in every covered subcontract; including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

T.Y. Lin ensures nondiscrimination 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 the Human Resources Department at 415.291.3700. Persons with hearing-and speech-impairments can contact T.Y. Lin by using the Virginia Relay Service, a toll-free telecommunication device for the deaf (TDD). Call 711 for TTY/TDD.

  
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Ami Lovelace  
Vice President & Director of Human Resources, Americas  
T.Y. Lin International

12/2/2019  
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Date