

EEO Provisions and Requirements



As a recipient of federal funding, DelDOT is required to insure Equal Employment Opportunity (EEO) contract compliance on all federally funded projects. In turn, all contractor and consultant firms (including DBEs) that participate on DelDOT contracts must also comply with these federal provisions.

The mandated EEO provisions originate in laws that pertain to Civil Rights and Discrimination Acts; federal contract regulations, and specific DelDOT contract provisions that detail responsibilities for all parties. As a DBE and potential recipient of DelDOT sponsored federal funding, are you aware of the EEO requirements? Can you demonstrate that your firm is in compliance with these federal mandates?

Before you sign on as a DelDOT or any federally funded contractor, make sure you understand what you are signing on to. Be aware that all DelDOT contractors agree to adhere to these provisions in writing on

FHWA Form 1273, part of all final contract agreements. Contractors have the fundamental role and responsibility to take all reasonable and necessary steps to insure that the terms and conditions of its employment policy and its selection of subcontractors is void of discrimination of minorities and women.

To further help DBE firms and contractors be in compliance with these federal mandates, DelDOT periodically offers Basic Equal Opportunity Requirements for Federal Contracts training classes; has developed a Contractor Compliance Manual that is available online; and is available to assist companies in meeting these requirements.

If you have questions or need further information on how your firm may be impacted by meeting these regulations, contact Jason Harvey at 302-760-2627 or Jason.Harvey@delaware.gov.