MEMO

TO: All US Staff
FROM: Gregory A. Kelly, President & CEO, USA
SUBJECT: Non-Discrimination Policy Statement – Title VI
DATE: January 1, 2019

WSP USA is firmly committed to Equal Opportunity (EO) and to compliance with all Federal, State and local laws that prohibit discrimination on the basis of race, religion, color, creed, national origin, ancestry, citizenship status, sex (including pregnancy, childbirth breastfeeding and medical conditions related to pregnancy, childbirth or breastfeeding), age, marital or registered domestic partnership status, military or veteran status, mental or physical disability, medical condition (including cancer and genetic characteristics), genetic information, sexual orientation, gender, gender identity or expression (including transgender status), political affiliation, or other legally protected classes or any other characteristics protected by federal, state, or local laws in the selection and retention of all qualified subcontractors, subcontractors, vendors and suppliers including procurements of materials and leases of equipment.

WSP USA fully embraces diversity and is resolute that no person shall be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination or retaliation under any program or activity on the basis of race, color, national origin, as provided by Title VI of the Civil Rights Act of 1964, as amended and other nondiscrimination laws and authorities, that include regulations relative to nondiscrimination in federally-assisted programs of the Department of Transportation (DOT) Title 49, Code of Federal Regulations (CFR) and the Federal Highway Administration’s Title 23 Code of Federal Regulations 200, the Civil Rights Restoration Act of 1987.

Responsibility for implementing the policy has been assigned to the Title VI Liaison, Laura Unger, 999 Third Avenue, 32nd Floor, Seattle, WA 98104 (+1 206-382-5282 or sblo@wsp.com), who serves as WSP USA’s Small Business Liaison Officer in the United States. She, or her designee, will meet with supervisory personnel to further explain and discuss procedures for implementing this policy. Requests for additional information or special assistance for persons with disabilities or limited English Proficiency, or all complaints, issues or suggestions should be directed to the Small Business Liaison Officer. Full and complete cooperation in helping to carry out this program will work to everyone’s benefit and will be appreciated.