



MEMO

TO: All U.S. Staff
FROM: Joe Sczurko, President, USA
SUBJECT: **Non-Discrimination Policy Statement – Title VI**
DATE: **January 1, 2025**

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, or 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, and the Civil Rights Restoration Act of 1987.

In all solicitations, either by competitive bidding or negotiation, made by WSP USA for work to be performed under a subcontract, including procurements of materials or equipment, each potential subcontractor or supplier shall be notified of the contractor's obligations under the contract and the Regulations relative to nondiscrimination on the ground of race, color, or national origin. WSP USA will also include the necessary nondiscrimination provisions in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations or directives issued pursuant thereto.

Responsibility for implementing the policy has been assigned to the Title VI Liaison, Laura Unger, 4139 Oregon Pike, Ephrata, PA 17522 (+1 206-382-5282 or sblo@wsp.com). 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 Title VI Liaison.

Joseph J. Sczurko, Jr. P.E.
U.S. Region President