

2025.05.16

**A RESOLUTION OF THE SAYREVILLE ECONOMIC AND REDEVELOPMENT
AGENCY ADOPTING A CHAPTER 3 TITLE VI POLICY**

WHEREAS, Sayreville Economic and Redevelopment Agency (“Agency”) has applied for federal financial assistance through the United States Department of Transportation for transportation-related projects; and

WHEREAS, in accordance with Title VI of the Civil Rights Act of 1964 and the implementing regulations set forth in 49 CFR Part 21, all recipients of USDOT funds are required to adopt and implement a Title VI Policy to ensure that no person is subjected to discrimination on the basis of race, color, or national origin under any program or activity receiving federal assistance; and

WHEREAS, the Agency desires to formally adopt the Title VI Policy, attached hereto as Exhibit A, to comply with federal civil rights requirements and affirm its commitment to nondiscrimination in all programs and activities; and

NOW, THEREFORE, BE IT RESOLVED by the Sayreville Economic and Redevelopment Agency, in the County of Middlesex, State of New Jersey, that the Title VI Policy, attached hereto as Exhibit A, is hereby adopted.

OFFERED BY:

Steve Gilla

SECONDED BY:

Robert Davis

Governing Body Recorded Vote:

Members:	Aye	Nay	Abstain	Absent
1. Robert Davis	<u>X</u>	—	—	—
2. Robert DeWise	—	—	—	<u>X</u>
3. Rosetta Fisher	<u>X</u>	—	—	—
4. Steve Grillo	<u>X</u>	—	—	—
5. Trushar Parikh	—	—	—	<u>X</u>
6. Donna Roberts	<u>X</u>	—	—	—
7. Ken Scott	<u>X</u>	—	—	—
8. John Zebrowski	<u>X</u>	—	—	—

I, Himanshu Shah, Executive Director/ Secretary, and certifying agent of the Sayreville Economic and Redevelopment Agency, hereby certify that the foregoing Resolution was adopted at the regular meeting of the Agency held on May 15, 2025.



Himanshu Shah
Executive Director/ Secretary

Exhibit A

Sayreville Economic and Redevelopment Agency

Chapter 3, Title VI Policy

The Sayreville Economic and Redevelopment Agency (“SERA”) is committed to fostering an inclusive environment that ensures equal access, opportunity, and treatment for all employees, applicants, residents, customers, and business partners. SERA will ensure that no person is excluded from participation in, denied the benefits of, or subjected to discrimination under any program or activity it administers, regardless of funding source, on the basis of any protected characteristic, including:

- Age
- Ancestry
- Color
- Gender
- Gender Expression
- Gender Identify
- Genetic Information
- Marital Status
- Medical Condition
- Mental Disability
- Military and Veteran Status
- National Origin
- Physical Disability
- Sex (includes pregnancy, childbirth, breastfeeding and/or medical conditions)
- Sexual Orientation

SERA’s mission is the development and redevelopment of areas within the Borough of Sayreville thereby enhancing the area’s economic and community resources.

As a direct recipient of federal financial assistance, SERA is required to comply with Title VI of the Civil Rights Act of 1964 and the U.S. Department of Transportation implementing regulations (Title 49 CFR Part 21).

Title VI requires no person in the United States on the grounds of race, color, or national origin, be excluded from, be denied the benefits or be subjected to discrimination under any program or activity receiving federal financial assistance. The Federal-Aid Highway Act of 1973 added the requirement that there be no discrimination on the basis of sex. Title VI applies to recipients and sub-recipients of federal financial assistance. The Civil Rights Restoration Act of 1987 makes clear that pursuant to Title VI discrimination is prohibited throughout any department of a local agency that accepts Federal financial assistance.

SERA's Title VI Responsibilities Include:

- Prohibiting entities from denying a protected individual any service, financial aid, or other benefit under the covered programs and activities.
- Prohibiting entities from providing services or benefits to some individuals that are different from or inferior (in either quantity or quality) to those benefits provided to others.
- Prohibiting segregation or separate treatment in any manner related to receiving program benefits or services.
- Prohibiting entities from imposing different standards or conditions as prerequisites for serving individuals.
- Encouraging the participation of minorities as members of planning or advisory bodies for programs receiving Federal funds.
- Prohibiting discriminatory activity in a facility built in whole or part with Federal funds.
- Requiring information and services to be provided in languages other than English when significant numbers of potential beneficiaries have limited English speaking ability.
- Requiring entities to notify the entire eligible population about programs.
- Prohibiting locating facilities in a way that would limit or impede access to a federally funded service or benefit.
- Requiring assurance of nondiscrimination in the purchasing of services.

Programs or Activities covered by Title VI

Title VI applies agency wide. to discrimination throughout an agency, not just to actions involving the Federally assisted program. If SERA receives any federal financial assistance, all of its operations—whether directly or indirectly federally funded—are subject to Title VI's requirements. This includes all programs, services, and activities of subrecipients and contractors receiving federal funds through.

Each subrecipient of federal aid through SERA is required to: designate a Title VI Coordinator, implement nondiscrimination measures consistent with Title VI, respond promptly to an investigate any complaints of discrimination, and maintain records and data necessary to demonstrate compliance.