

**Federal Highway Administration, DOT**

**§ 230.103**

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APPENDIX D TO SUBPART D OF PART 230—  
EQUAL OPPORTUNITY COMPLIANCE REVIEW  
PROCESS FLOW CHART

AUTHORITY: 23 U.S.C. 101, 140, and 315; 42  
U.S.C. 2000d *et seq.*; 49 CFR 1.48 and 60-1.

SOURCE: 40 FR 28053, July 3, 1975, unless  
otherwise noted.

**Subpart A—Equal Employment  
Opportunity on Federal and  
Federal-Aid Construction  
Contracts (Including Sup-  
portive Services)**

**§ 230.101 Purpose.**

The purpose of the regulations in this subpart is to prescribe the policies, procedures, and guides relative to the implementation of an equal employment opportunity program on Federal and Federal-aid highway construction contracts, except for those contracts awarded under 23 U.S.C. 117, and to the preparation and submission of reports pursuant thereto.

**§ 230.103 Definitions.**

For purposes of this subpart—

*Administrator* means the Federal Highway Administrator.

*Areawide Plan* means an affirmative action plan to increase minority utilization of crafts in a specified geographical area pursuant to Executive

Order 11246, and taking the form of either a “Hometown” or an “Imposed” plan.

*Bid conditions* means contract requirements which have been issued by OFCC for purposes of implementing a Hometown Plan.

*Division Administrator* means the chief Federal Highway Administration (FHWA) official assigned to conduct FHWA business in a particular State, the District of Columbia, or the Commonwealth of Puerto Rico.

*Division Equal Opportunity Officer* means an individual with staff level responsibilities and necessary authority by which to operate as an Equal Opportunity Officer in a Division office. Normally the Equal Opportunity Officer will be a full-time civil rights specialist serving as staff assistant to the Division Administrator.

*Hometown Plan* means a voluntary areawide plan which was developed by representatives of affected groups (usually labor unions, minority organizations, and contractors), and subsequently approved by the Office of Federal Contract Compliance (OFCC), for purposes of implementing the equal employment opportunity requirements pursuant to Executive Order 11246, as amended.

*Imposed Plan* means an affirmative action requirement for a specified geographical area made mandatory by OFCC and, in some areas, by the courts.

*Journeyman* means a person who is capable of performing all the duties within a given job classification or craft.

*State highway agency* means that department, commission, board, or official of any State charged by its laws with the responsibility for highway construction. The term *State* should be considered equivalent to *State highway agency*.

*Suggested minimum annual training goals* means goals which have been assigned to each State highway agency annually for the purpose of specifying training positions on selected Federal-aid highway construction projects.

*Supportive services* means those services provided in connection with approved on-the-job training programs for highway construction workers and