



March 7, 2016

Subject: Request for Proposals  
NBIS Bridge Inspections – Term Contract (2016-2018)

To Whom It May Concern:

The Montana Department of Transportation is accepting proposals from consulting firms interested in a term contract for performing standard NBIS and element-level inspections of bridges primarily in the Glendive District.

MDT intends to establish term contract(s) to utilize consultants on an "as-needed" basis for the work described herein. At this time, the intention is to award two (2) agreements that will be approximately \$200,000 each, for a three-year period from May 2016 through December 2018. MDT reserves the right to revise the number of term contracts, the contract values, or contract timeframes, depending on the responses received. Extension(s) of contracts, by mutual agreement of both parties, may be made at one (1) year intervals, or any interval that is advantageous to MDT. Contracts, including any renewals, may not exceed a total of five (5) years.

Teams may be established as necessary; however it is expected that the prime consultant will be capable of completing the vast majority of the work. As a rule, the prime consultant must complete at least 50% of the work for a specific project or assignment unless written exception is given.

Montana professional engineering licensure is required for this work, and must be in-hand at the time your proposal is submitted. If this requirement is not met and clearly identified in the proposal, your proposal will be considered non-responsive.

If your firm is interested, please submit a proposal as described herein.

## SCOPE OF WORK

### 1. General

- A. Provide the necessary personnel, equipment, and expertise to complete a thorough inspection of all visible deck, superstructure and substructure elements.
- B. Provide standard equipment needed to fully inspect all requested parts of bridges. Underwater inspection requiring specialized dive training and equipment is not included in this work. Bridges requiring the use of the MDT snooper truck will require coordination with MDT Maintenance and the District Inspection Coordinator or designated district representative. Rope access techniques may be desirable for use on some of the assigned bridges. If rope access is used for inspections the procedures will comply with OSHA and SPRAT safety requirements.
- C. For inspection of fracture critical bridges a fracture critical inspection plan will be submitted for approval prior to the bridge inspection. Existing FC plans may already be on file for select bridges and may be updated to meet this requirement.
- D. Provide qualified staff to perform quality control assessments as requested on inspection reports from other consultants.
- E. Conduct and coordinate all necessary traffic control with the department, and ensure that the traffic control complies with the requirements in the MUTCD.
- F. Provide all necessary coordination with railroads for inspections involving railroad right-of-way.

### 2. Personnel

- A. At least one member of the inspection team will meet one of the following qualifications. He/she will:
  - Five years' experience in bridge inspection and successful completion of the Safety Inspection of In-Service Bridges course (NHI course no. 130055). A portion – up to but not more than 2.5 years - of the experience required to satisfy this requirement can be obtained through participation in construction inspection activities during a bridge construction project.
  - Certification as a Level III or IV Bridge Safety Inspector (National Institute for Certification in Engineering Technologies), one year of experience in bridge inspection, and successful completion of the Safety Inspection of In-Service Bridges course (NHI course no. 130055).

- A Professional Engineering license for the State of Montana, one year of experience in bridge inspection, and successful completion of the Safety Inspection of In-Service Bridges course (NHI course no. 130055).
  - A bachelor's degree in engineering from a college or university accredited by or determined as substantially equivalent by the Accreditation Board for Engineering and Technology, a current Engineer Intern license from the Montana Board of Professional Engineers and Professional Land Surveyors, two years of inspection experience, and successful completion of the Safety Inspection of In-Service Bridges course (NHI course no. 130055).
- B. The member meeting these qualifications will be on site at all times during the inspection. This person will be responsible for the evaluation of each structure.
- C. Consultants inspecting bridges for MDT are required to attend at least 8 hours of continuing education training related to bridge inspection every 2 years. This continuing education requirement can be met under the requirements for MDT inspectors, or can be met through attendance at any NHI class related to Bridge Inspection. Attendance at bridge inspection conferences is also acceptable training. Other training may be evaluated and accepted by MDT on a case-by-case basis.

### 3. Coordination and Scheduling

Bridges will be assigned for inspection on an “as needed” basis based on workload of district inspection personnel and/or inspection due dates. The consultant will be given at least two weeks after the term assignment notice to proceed to perform the inspections.

Before the inspections begin, a tentative schedule of the inspections will be provided to the District Program Manager so that the District personnel are informed ahead of time when the inspection team(s) will be in the field.

### 4. Bridge Inspection

- A. Conduct all inspection operations in accordance with the applicable OSHA safety standards.
- B. Provide all the equipment necessary to complete the inspections.
- C. Inspect all required elements visually. Perform NBI Element Level and fracture critical inspections in accordance with MDT and FHWA standards. The new MDT Bridge Inspection Manual is available in electronic format at: <http://www.mdt.mt.gov/other/webdata/external/bridge/Bridge-inspection-manual.pdf>

Preliminary access to view the Structure Management System (SMS) during the proposal writing process will require submittal of an IP address and user information. Consultant access to SMS without an IP address is expected to be implemented sometime in early 2016.

- D. Inspect all steel elements and details from a distance not greater than “arms-length”. Perform non-destructive testing such as Mag Particle or Dye Penetrant as necessary to determine crack initiation or crack growth on steel members.
- E. Notify the District Inspection Coordinator or designated district representative immediately of any serious findings that affect the serviceability of the bridge.
- F. For timber elements, if rot is suspected, bore or drill a representative sampling of the suspect elements (piles, caps or girders) to determine the extent of rot present. Plug holes left by this operation with treated hardwood dowels.
- G. The inspections will be performed and reported in the current AASHTO Element format with MDT’s Agency Defined Elements. The inspection data will be entered directly into the Structure Management System (SMS). For external access to SMS an account through the State of Montana ePass system will be required. MDT staff will assist in the process of obtaining the ePass account. Training will be available through the SMS website tutorials.

5. Photography

- A. Use photography to document the findings of the inspection. Photograph areas of distress especially, but also locations showing the typical condition of the components.
- B. In addition to the photography used to present a structure’s condition, three photos are required at each bridge. One will show a portal view at one end, the second an elevation view from one side and the third a view of the underside of the superstructure. These photos will be used to:
  - ensure proper identification of the bridge
  - show the under-deck configuration
  - show the current condition of the approach roadway and
  - show any load posting that may be present
  - provide a reference in the MDT Bridge Management System

6. Quality Control Plan

Provide a copy of the quality control plan to be used during inspections to insure consistent, thorough inspections, accurate information is input into Bridge Management System and a quality bridge inspection report is completed.

7. Data Entry

- A. The consultant will input all inspection data including pictures, sketches and any other pertinent information into the SMS system, then route the inspection to the District Bridge Inspection Coordinator (DBIC) for approval. The inspection will require an e-signature by the inspector and on approval by the DBIC the inspection will become part of the permanent record. If the DBIC requires changes to be made, the inspection will be routed back to the consultant for revision and resubmittal.
- B. The MDT Structure Management System will allow direct synchronization from a Windows Tablet device. If the consultant wishes to be able to use a tablet in the field for inspections the equipment will need to meet MDT requirements in order to access the system.
- C. All inspections must be uploaded or manually input into SMS within 30 days of the inspection.
- D. Submittal of hard copies of reports will not be required.

### **LOCATION**

The locations of the bridges are primarily in the Glendive District.

### **PROJECT/TASK SCHEDULE AND DELIVERABLES**

The project schedule will be developed and negotiated separately for each individual term/task assignment.

### **STANDARDS, SPECIFICATIONS, AND POLICIES**

Work is expected to follow MDT's various Manuals, Guides, and Policies. These items may be found on MDT's Design Consulting web page at: <http://www.mdt.mt.gov/business/consulting/>.

### **PROPOSAL SUBMITTAL**

Submit four (4) copies of the proposal. The correct number of proposals must be submitted in order for your firm to be considered. Clearly label each proposal with the contract name identified in the subject line of this RFP. All proposals must be submitted in hard copy format; electronic proposals will not be considered.

**The Department must receive the proposals for this RFP no later than 3:00 PM MST, April 7, 2016.** Send the proposals to:

Ryan Dahlke, P.E.  
Consultant Design Engineer  
Montana Department of Transportation  
2701 Prospect Avenue  
P.O. Box 201001

Helena, MT 59620-1001

***Regardless of cause, late proposals will not be accepted and will automatically be disqualified from further consideration.*** It shall be solely the vendor's responsibility to assure delivery at the specified office by the specified time. Offeror may request the State return late proposals at vendor's expense or the State will dispose of late proposals if requested by the offeror. (See Administrative Rules of Montana (ARM) 2.5.509.). If no request is made, late proposals become the property of the Department. All proposals submitted on time become the property of the Department.

The costs for developing and delivering responses to this solicitation are entirely the responsibility of the offeror. The State is not liable for any expense incurred by the offeror in the preparation and presentation of this submittal.

### **TENTATIVE RFP/SELECTION SCHEDULE**

The anticipated schedule for consultant solicitation and selection for this contract is as follows (subject to change):

March 7, 2016:	RFP released
April 11, 2016:	Proposals due to be submitted to MDT Consultant Design
April 28, 2016:	Proposals reviewed, rated, and ranked by the evaluation committee
May 4, 2016:	Consultant Selection Board meeting to select consultant(s)

There are three (3) members on the evaluation committee for this RFP:

1. MDT Bridge Bureau
2. MDT Bridge Bureau
3. MDT Bridge Bureau

### **PROPOSAL CONTENTS**

The proposal must contain the information listed in this section. The proposal is **limited to fourteen (14) pages**, not including the Cover Page, Appendix A, or the Unbound References attachment. Each page is defined as one side of a letter size sheet (no larger than 8 ½" x 11"), minimum font size of 10. Evaluation of information will begin with the first page immediately following the Cover Page, and every page will be counted, in order, from that point forward, including any table of contents or divider pages the firm wishes to include. Once the page limit is reached, any information included thereafter will not be considered or scored. Please organize your proposal in the same order and numbering format as shown below, which will assist MDT in reviewing your proposal:

#### **Cover page (1 page)**

Identify the project name identified in the subject line of this RFP. Also include contact information for questions and follow-up regarding this proposal, including name of individual, title, telephone number, mailing address, and email address. Information presented in the cover page will not be considered in proposal scoring.

#### **Questions**

- 1) **Qualifications of Firm:** Provide a discussion of how your firm is best qualified to respond to work assignments for this contract. Discussion should focus on the requirements for this specific contract, particularly:
- Your firm’s expertise and experience, as it relates to the work items listed in the “Scope of Work” for this contract. Provide examples of previous related project experience as it relates to these services.
  - Ability and Strategy to meet project schedules, including fast-tracked or emergency projects, and changing priorities. Response should include a brief discussion on current and projected workload.
  - Compatibility of systems, software, and equipment (i.e. CADD software, word processing software, etc.), and experience with these systems, software, and equipment. The Department’s standard design software is Microstation and Geopak. Describe any additional support equipment or software you intend to use.
  - Subcontractors and support services that you anticipate utilizing and describe their expertise.
  - Quality assurance/quality control procedures.
- 2) **Qualifications of Personnel:** Provide a discussion of the qualifications of the key personnel to be assigned to this contract. Discussion should focus on the requirements for this specific contract, particularly:
- Expertise, experience, and training of key personnel to be assigned to the contract, as it relates to the “Scope of Work” for this contract. Provide examples of previous related project experience as it relates to these services.
  - Clearly state any professional licensing requirements applicable to this contract.
  - Include an organization chart that indicates the project staff, their area of expertise, registration, and office location(s).
- Resumes may be considered as supplemental information for scoring this question.

**Appendix A**  
**Resumes**

Include brief resumes for the key personnel to be assigned to the contract.  
**Resumes are limited to one (1) page per person.**

**Unbound attachment**  
**References**

Submit ONE UNBOUND COPY of references for all of the firm's clients from the past three (3) years for projects that deal with work similar to the proposed scope of services. Include client name, a currently employed contact person, and a corresponding valid phone number. Give range of contract value.

**EVALUATION OF PROPOSALS**

All proposals will be evaluated in accordance with the following factors:

- 1) Qualifications of Firm (50 points possible)**
- 2) Qualifications of Personnel (50 points possible)**
- 3) Record of past performance (30 points possible)**
  - a) If two (2) or more MDT evaluations specific to the discipline for this contract are available for the consultant, the average score of these evaluations will be used.
  - b) If fewer than two (2) MDT evaluations specific to the discipline for this contract are available for the consultant, the consultant's current overall past performance score from MDT evaluations will be used.
  - c) If no current overall MDT evaluations are available, reference checks will be used for this score.

All Proposals will be evaluated using the following basic scoring methodology:

- Outstanding/Exceptional response: 90-100% of the available points
- Good response: 70-90% of the available points
- Average response: 50-70% of the available points
- Poor response: 30-50% of the available points
- Qualifications not clearly met: 0-30% of the available points

Following the review, evaluation, and rating of all proposals, the final results will be presented to the Consultant Selection Board at the MDT Headquarters Building. At this time, the Consultant Selection Board will select the most qualified firm(s) for TERM CONTRACT(S).

### **SELECTION OF CONSULTANTS FOR TASK ASSIGNMENTS**

If multiple consultants are selected and multiple term contracts are awarded, task or work orders (term assignments) will be awarded through an additional qualifications-based selection procedure. This selection procedure will be comprised of selecting a firm in accordance with the following weighted factors:

- 1) Qualifications for specific Task Assignment (60 points possible)**
  - a) Using the proposals submitted in response to this RFP and work performed with MDT since the submittal of this proposal: an evaluation of the consultant's qualifications as related to the specific knowledge, skills, and abilities required for the individual task assignment, including familiarity with the region in which the task assignment is located. Firm office location is not the determining factor for this score. (50 points possible)
  - b) As relating to this type of work, the firm's current workload and amount of recent work with MDT. (10 points possible)

### **INDIRECT COST RATE REQUIREMENTS**

Proof of the firm's Indirect Cost Rate (overhead rate) is *not required* with this proposal submittal. However, an Indirect Cost Rate may be required prior to executing a contract according to MDT's Indirect Cost Rate Requirements:

All submitted indirect cost rates must be calculated in accordance with 23 CFR 172.7(b) for the cost principles of 48 CFR part 31 and include the required items identified in the MDT Indirect

Cost Rate Policy located on the MDT Internet website. <http://www.mdt.mt.gov/other/cdb/external/policies/INDIRECT-COST-RATE-POLICY.PDF>

***Do not show any actual numerical financial information such as the overhead rate or personnel rates within your proposal. Specific cost information of the firm or team should not be part of the proposal.***

### **AGREEMENT REQUIREMENTS**

Contract agreements will generally be administered on a cost plus fixed fee basis. The contracts will have negotiated cost ceilings. If a consulting firm is selected for a specific project and a contract agreement is successfully negotiated, certain financial information will be required as part of the contract agreement. As described in the Indirect Cost Rate Requirements section above, all Consultants and subconsultants must provide the Department with an Indirect Cost Rate (as applicable) audited (when applicable) in accordance with 23 CFR §172.7(b) for the cost principles of 48 CFR Part 31 and based on the firm's latest completed fiscal year's costs. Personnel rates, profit, and direct expenses must be clearly outlined and provided to the Department. The standard MDT agreement can be found at the following address: <http://www.mdt.mt.gov/other/cdb/external/forms/pdf/std-agreement-shell.pdf>

***Do not submit actual numerical financial information within this proposal.***

### **STATE OPTION TO AWARD**

While the State has every intention to award a contract resulting from this RFP, issuance of the RFP in no way constitutes a commitment by the State to award and execute a contract. Upon a determination such actions would be in its best interest, the State, in its sole discretion, reserves the right to:

- Cancel or terminate this RFP (18-4-307, MCA);
- Reject any or all proposals received in response to this RFP (ARM 2.5.602);
- Waive any undesirable, inconsequential, or inconsistent provisions of this RFP that would not have significant impact on any proposal (ARM 2.5.505);
- Not award a contract, if it is in the State's best interest not to proceed with contract execution (ARM 2.5.602); or
- If awarded, terminate any contract if the State determines adequate funds are not available (18-4-313, MCA).

### **SINGLE POINT OF CONTACT**

From the date this solicitation is issued until the consultant selection is finalized by MDT at the Consultant Selection Board meeting, offerors are not allowed to communicate with any state staff or officials regarding this solicitation, except at the direction of the Consultant Design Engineer. Any unauthorized contact may disqualify the offeror from further consideration. Contact information for the single point of contact is as follows:

**Ryan Dahlke**  
Consultant Design Engineer  
Montana Department of Transportation  
(406) 444-7292 (Direct Line)  
(800) 335-7592 (TTY)  
[rdahlke@mt.gov](mailto:rdahlke@mt.gov)

### **DBE/WBE GOALS**

There are no DBE/WBE goals for this work, but firms are strongly encouraged to utilize DBE firms if applicable. A Montana certified DBE list is available and can be found on the MDT web page, <http://www.mdt.mt.gov/business/contracting/civil/dbe.shtml>.

### **NONDISCRIMINATION COMPLIANCE**

Consultants will be subject to Federal and Montana nondiscrimination laws and regulations (see attached notice).

If you have any questions, please contact me at (406) 444-7292 or (406) 444-7696 TDD, or by email at [rdahlke@mt.gov](mailto:rdahlke@mt.gov). I look forward to receiving your proposal.

Sincerely,

Ryan Dahlke, P.E.  
Consultant Design Engineer

Attachment

copies:

Jay Skoog, ACEC Executive Director-Montana Chapter  
MDT Consultant Design Bureau file

e-copies:

Dwane Kailey, MDT Chief Engineer	Bryan Miller, MDT Consultant Design Plans Engineer
Dustin Rouse, MDT Preconstruction Engineer	Shane Mintz, Glendive District Administrator-MDT
Lesly Tribelhorn, MDT Highways Engineer	Kent Barnes, Bridge Engineer
Lynn Zanto, MDT Planning Division Administrator	
Patricia McCubbins – MDT Civil Rights Bureau Chief	

**MDT NONDISCRIMINATION  
AND  
DISABILITY ACCOMMODATION NOTICE**

Montana Department of Transportation (“MDT”) is committed to conducting all of its business in an environment free from discrimination, harassment, and retaliation. In accordance with State and Federal law MDT prohibits any and all discrimination and protections are all inclusive (hereafter “protected classes”) by its employees or anyone with whom MDT does business:

**Federal protected classes**

Race, color, national origin,  
sex, sexual orientation, gender identity,  
age, disability, & Limited English Proficiency

**State protected classes**

Race, color, national origin, parental/marital status,  
pregnancy, childbirth, or medical conditions  
related to pregnancy or childbirth, religion/  
creed, social origin or condition, genetic  
information, sex, sexual orientation, gender  
identification or expression, national origin,  
ancestry, age, disability mental or physical, political  
or religious affiliations or ideas, military service or  
veteran status

For the duration of this contract/agreement, the PARTY agrees as follows:

**(1) Compliance with Regulations:** The PARTY (hereinafter includes consultant) will comply with all Acts and Regulations of the United States and the State of Montana relative to Non-Discrimination in Federally and State-assisted programs of the U.S. Department of Transportation and the State of Montana, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.

**(2) Non-discrimination:**

- a. The PARTY, with regard to the work performed by it during the contract, will not discriminate, directly or indirectly, on the grounds of any of the protected classes in the selection and retention of subcontractors, including procurements of materials and leases of equipment, employment, and all other activities being performed under this contract/agreement.
- b. PARTY will provide notice to its employees and the members of the public that it serves that will include the following:
  - i. Statement that PARTY does not discriminate on the grounds of any protected classes.
  - ii. Statement that PARTY will provide employees and members of the public that it serves with reasonable accommodations for any known disability, upon request, pursuant to the Americans with Disabilities Act as Amended (ADA).
  - iii. Contact information for PARTY’s representative tasked with handling non-discrimination complaints and providing reasonable accommodations under the ADA.
  - iv. Information on how to request information in alternative accessible formats.
- c. In accordance with Mont. Code Ann. § 49-3-207, PARTY will include a provision, in all of its hiring/subcontracting notices, that all hiring/subcontracting will be on the basis of merit and qualifications and that PARTY does not discriminate on the grounds of any protected class.

**(3) Participation by Disadvantaged Business Enterprises (DBEs):**

- a. If the PARTY receives federal financial assistance as part of this contract/agreement, the PARTY will make all reasonable efforts to utilize DBE firms certified by MDT for its subcontracting services. The list of all currently certified DBE firms is located on the MDT website at [mdt.mt.gov/business/contracting/civil/dbe.shtml](http://mdt.mt.gov/business/contracting/civil/dbe.shtml)
- b. By signing this agreement the PARTY assures that:

*The contractor, sub recipient or subcontractor shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. The contractor shall carry out applicable requirements of 49 CFR part 26 in the award and administration of DOT-assisted contracts. Failure by the contractor to carry out these requirements is a material breach of this contract, which may result in the termination of this contract or such other remedy as the recipient deems appropriate.*

- c. PARTY must include the above assurance in each contract/agreement the PARTY enters.

**(4) Solicitation for Subcontracts, Including Procurement of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation, made by the PARTY for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the PARTY of the PARTY's obligation under this contract/agreement and all Acts and Regulations of the United States and the State of Montana related to Non-Discrimination.

**(5) Information and Reports:** The PARTY will provide all information and reports required by the Acts, Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information and its facilities as may be determined by MDT or relevant US DOT Administration to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the PARTY will so certify to MDT or relevant US DOT Administration, as appropriate, and will set forth what efforts it has made to obtain the information.

**(6) Sanctions for Noncompliance:** In the event of a PARTY's noncompliance with the Non-discrimination provisions of this contract/agreement, MDT will impose such sanctions as it or the relevant US DOT Administration may determine to be appropriate, including, but not limited to:

- a. Withholding payments to the PARTY under the contract/agreement until the PARTY complies; and/or
- b. Cancelling, terminating, or suspending the contract/agreement, in whole or in part.

**(7) Pertinent Non-Discrimination Authorities:**

During the performance of this contract/agreement, the PARTY, for itself, its assignees, and successor in interest, agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

*Federal*

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d *et seq.*, 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21;
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 *et seq.*), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);
- Airport and Airways Improvement Act of 1982, (49 U.S.C. § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (broadened the scope, coverage, and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients, and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibits discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 CFR parts 37 and 38;
- The Federal Aviation Administration’s Non-Discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which prevents discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of Limited English Proficiency (LEP). To ensure compliance with Title VI, you must take

reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);

- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. § 1681 *et seq.*).
- Executive Order 13672 prohibits discrimination in the civilian federal workforce on the basis of gender identity and in hiring by federal contractors on the basis of both sexual orientation and gender identity.

#### *State*

- Mont. Code Ann. § 49-3-205 Governmental services;
- Mont. Code Ann. § 49-3-206 Distribution of governmental funds;
- Mont. Code Ann. § 49-3-207 Nondiscrimination provision in all public contracts.

**(8) Incorporation of Provisions:** The PARTY will include the provisions of paragraph one through seven in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and/or directives issued pursuant thereto. The PARTY will take action with respect to any subcontract or procurement as MDT or the relevant US DOT Administration may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the PARTY becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the PARTY may request MDT to enter into any litigation to protect the interests of MDT. In addition, the PARTY may request the United States to enter into the litigation to protect the interests of the United States.