



U.S. Department  
of Transportation  
**Federal Transit  
Administration**

Headquarters

5<sup>th</sup> Floor – East Bldg., TCR  
1200 New Jersey Avenue, SE  
Washington, DC 20590

April 7, 2016

John Sisson, Chief Executive Officer  
Delaware Transit Corporation  
119 Lower Beech Street, Suite 100  
Wilmington, DE 19805-4440

RE: Equal Employment Opportunity (EEO) Compliance Review Final Report

Dear Mr. Sisson:

This letter concerns the Federal Transit Administration's (FTA) EEO Review of the Delaware Transit Corporation conducted from November 10-12, 2015. Enclosed is a copy of the Final Report, which will be posted on FTA's website on our EEO page. As of the date of this letter, the Final Report is a public document and is subject to dissemination under the Freedom of Information Act of 1974.

The Federal Transit Administration (FTA) Office of Civil Rights is responsible for ensuring compliance with the Equal Employment Opportunity program (EEO) pursuant to 49 U.S.C. Section 5332, "Non-Discrimination" as it relates to public transportation. As part of our ongoing oversight efforts, FTA conducts a number of onsite compliance reviews to ensure compliance with EEO and the applicable departmental regulations. FTA utilizes the findings from these reviews to provide technical assistance to transit agencies in order to achieve compliance with Circular 4704.1

All corrective actions identified in the Final Report must be undertaken within 60 days of the date of this letter. Once we have reviewed your submissions, we will either request clarification or additional corrective action, or will close out the finding if your response sufficiently addresses the EEO requirements. Please submit your responses to Anita Heard at [anita.heard@dot.gov](mailto:anita.heard@dot.gov).

We appreciate the cooperation and assistance that you and your staff have provided us during this review, and we are confident the Delaware Transit Corporation will take steps to correct the deficiencies. If you have any questions about this matter, please contact me at 202-493-0318 or via email at [Anita.Heard@dot.gov](mailto:Anita.Heard@dot.gov).

Sincerely,

John Day  
Program Manager for Policy and Technical Assistance

cc: Terry Garcia-Crews, FTA Region III Administrator  
Lynn Bailey, Acting FTA Region III Civil Rights Officer