



STATE OF NORTH CAROLINA
DEPARTMENT OF TRANSPORTATION

PAT MCCRORY
GOVERNOR

1501 MAIL SERVICE CENTER, RALEIGH, N. C. 27699-1501

ANTHONY J. TATA
SECRETARY

AMERICANS WITH DISABILITIES/504 POLICY STATEMENT

It is the policy of the North Carolina Department of Transportation (hereinafter referred to as the NCDOT) to prohibit discrimination on the basis of a disability with respect to all terms and conditions of employment and access to its activities, programs and services. Any interference, coercion, restraint, retaliation, or reprisal of any person alleging disability discrimination is prohibited.

For the purposes of this policy, an individual with a disability is defined as any person who:

1. Has a physical or mental impairment that substantially limits one or more major life activities;
2. Has a record of such an impairment, or;
3. Is regarded as having such impairment.

The NCDOT is committed to:

- providing a reasonable accommodation for an individual with a disability and has established procedures to request a reasonable accommodation to allow persons with a disability to participate in employment, services, programs and activities;
- providing access to persons using its facilities and buildings, state maintained roads, sidewalks, and crosswalks;
- providing communications access for applicants, employees, beneficiaries, and members of the public with disabilities that is equally as effective as communications with others, including those with hearing and visual impairments. Auxillary aids/services shall be provided upon request by individuals with a disability e.g., sign language interpreters, readers, Braille, and large print text. In addition, anyone with a hearing or speech impairment may use Relay NC which is a telecommunications relay service. To access Relay NC, English speaking customers may dial 1-800-735-2962; Spanish speaking customer may dial 1-877-825-2448. NCDOT employees trying to reach a customer with a hearing or speech impairment may contact 1-877-735-8200.

If you are an individual with a disability and need a reasonable accommodation or have questions regarding ADA, please contact the NCDOT's ADA Coordinator. The contact information is as follows: (p) (919) 508-1808 or you may email the coordinator at ADA@ncdot.gov. The NCDOT has established procedures to file a complaint alleging discrimination on the basis of a disability. If you believe that your rights have been violated, please refer to the Employee Grievance Policy, effective December 1, 2013.

A handwritten signature in black ink, appearing to read "ATJ/Tata", written over a horizontal line.

Anthony J. Tata
Secretary, NC Dept. of Transportation

Questions or comments concerning this policy should be referred to:
ATTN: LaNica Allison, Interim ADA Coordinator
NC Dept. of Transportation
1501 Mail Service Center
Raleigh, NC 27699-1501
(919) 707-2818