



PAT McCRORY
Governor

NICHOLAS J. TENNYSON
Secretary

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

As the Secretary of the North Carolina Department of Transportation (NCDOT), 1 South Wilmington Street, Raleigh, North Carolina 27601, I am personally committed to the principles and spirit of Equal Employment Opportunity for all employees and applicants for employment.

It is a fundamental policy of the Department to assure equal opportunity in employment. Equal employment opportunity is for all individuals regardless of race, color, gender, religion, national origin, political affiliation, genetic information, age, or disability. Furthermore, NCDOT is committed to providing reasonable accommodation and has established procedures to allow persons with a disability to request reasonable accommodations.

NCDOT Equal Employment Opportunity/Affirmative Action (EEO/AA) program and plans are designed to foster an inclusive workplace that is responsive to and respectful of all employees and applicants. All personnel policies and practices are to be conducted in a work environment that is fair and free from discrimination, harassment, and retaliation. EEO/AA will pervade all human resource practices including, but not limited to, recruiting, hiring, retention, transfers, disciplinary actions, promotions, training, compensation, benefits, recognition, and all other terms and conditions of employment.

NCDOT prohibits creating a hostile or intimidating work environment. No State employee may engage in speech or conduct that is defined as unlawful workplace harassment. NCDOT also prohibits retaliatory actions against an employee or applicant for making a charge, testifying, assisting, or participating in any manner in a hearing, proceeding, or investigation of employment discrimination. Any interference, coercion, restraint, or reprisal of any person complaining of unlawful discrimination, workplace harassment, or retaliation is prohibited.

EEO is not only required by Federal and State law, it is fundamental to the operations of the Department. NCDOT complies with applicable Federal and State EEO laws, statutes, regulations, and policies. I expect each employee and manager to cooperate fully by integrating and promoting EEO at all levels. My office has advised all executives, administrators, division directors, district engineers, and branch/unit managers and supervisors that positive implementation of the EEO/AA programs and plans is expected and that they will be held accountable and evaluated for their actions. To further assure that appropriate program measures are implemented and monitored, I have designated John Eley as the Department's EEO/AA Officer. He can be reached at 919-508-1804.

As an expression of my commitment to and support of the North Carolina Department of Transportation EEO/AA program, below is my signature as Secretary of NCDOT.

A handwritten signature in blue ink, appearing to be 'N. Tennyson', written over a horizontal line.

Nicholas J. Tennyson, Secretary

A handwritten date '7/8/14' in blue ink, written over a horizontal line.

Date