



STATE OF NORTH CAROLINA
DEPARTMENT OF TRANSPORTATION

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

MICHAEL F. EASLEY
GOVERNOR

W. LYNDO TIPPETT
SECRETARY

March 1, 2004

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

In compliance with the EEO Policy of the State of North Carolina, it is the policy of the Department of Transportation to afford equal employment opportunities for all persons regardless of race, color, national origin, creed, religion, sex, age, disability or political affiliation, except where sex, age, or physical requirements are bona fide job related employment requirements. This includes, but is not limited to the following:

1. Recruitment, including advertising or solicitation for employment
2. Selection, hiring, upgrading, transfer, promotion, demotion, termination and/or reduction in force.
3. Treatment during employment, including disciplinary and grievance procedures
4. Evaluation of work performance
5. Rates of pay or other forms of compensation
6. Selection for training, including trainee, intern, and apprenticeship

It is further the policy of the Department of Transportation to assure complete compliance with all provisions of Title VII of the Civil Rights Act of 1964 as amended, Executive Order 11246, as amended, the Law Enforcement Act of 1971, the Rehabilitation Act of 1973, the Civil Rights Restoration Act of 1988, the Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, N.C.G.S. Section 126-16 as amended, and other applicable federal and State laws.

The Department of Transportation prohibits harassment, (based on race, national origin, religion, creed, sex, age, color or disability) and/or retaliatory action of any kind taken by any employee of the Department of Transportation against any other employee or applicant for employment because that person made a charge, testified, assisted or participated in any manner in a hearing, proceeding or investigation of employment discrimination.

The Department of Transportation's commitment to equal career opportunity requires responsibility and accountability at every supervisory level to assure that personnel policies and practices will guarantee equal opportunities for all qualified individuals within the Department. When necessary, the Department of Transportation will provide reasonable accommodations for applicants and/or employees with disabilities when doing so will enable them to successfully perform the essential functions of the job or benefit from training.

The Equal Employment Opportunity Program will be evaluated and monitored continuously. Periodic reports on the progress of this program will be presented to the Secretary of the Department of Transportation by the Human Resources Director.

A handwritten signature in black ink, appearing to read "W. Lyndo Tippett".

Secretary of the
Department of Transportation

Questions or comments concerning this policy should be referred to:

Human Resources Director
NC Department of Transportation
1517 Mail Service Center
Raleigh, North Carolina 27699-1517