Arizona Department of Transportation

Office of the Director

206 South Seventeenth Avenue Phoenix, Arizona 85007-3213

Janice K. Brewer
Governor

John S. Halikowski
Director

John A. Bogert
Chief of Operations

John McGee
Executive Director for Planning & Policy

September 19, 2011

Equal Employment Opportunity Policy Statement

Civil Rights Office/Location: 1135 North 22nd Ave., Second Floor, Phoenix, Arizona 85009

Affirmative Action Program Manager: David Eagles, Sr. (602) 712-4072

As the Director of the Arizona Department of Transportation (ADOT), I am committed to the principles and spirit of Equal Employment Opportunity (EEO) and Affirmative Action (AA) for all employees and employment applicants.

Therefore, be it known that it is a fundamental policy of ADOT to assure equal opportunity in employment to all individuals regardless of race, color, gender, religion, national origin, age, or disability. EEO and AA Programs are legal, social and economic requirements for the success of ADOT and as such, will continue to receive my personal attention and guidance. To further assure that appropriate program measures are implemented and monitored, I have designated David Eagles, Sr. as ADOT's Affirmative Action Programs Manager (AAPM).

Our EEO-AA programs will pervade all human resource practices including, but not limited to, recruiting, hiring, transfers, promotions, training, compensation, benefits, recognition, and all forms of employment. Equal Employment Opportunity positively affects the development of our entire workforce, and active AA Programs will provide a more positive employment environment, which benefits this Department and all of its employees.

For effective administration and implementation of the EEO-AA Programs, there must be involvement, commitment and support of executives, managers, and supervisors. My office has advised all Administrators, Division Directors, District Engineers, managers and supervisors that responsibility for positive implementation of the Affirmative Action Program will be expected and shared by all management and supervisory personnel. Administrators, Division Directors, District Engineers, managers and supervisors have been further advised that they will be held accountable for their actions in this area and will be evaluated in carrying out these responsibilities.

Equal Employment Opportunity is not only the law, but it is fundamental to ADOT's operations. I expect each employee and Management to cooperate fully by integrating and promoting Equal Employment Opportunity at all levels.

As an expression of the commitment to and support of the ADOT's Affirmative Action Program, below is my signature, as Director of the Arizona Department of Transportation.

John S. Halikowski

September 19, 2011
Date