

**LOUISIANA DEPARTMENT OF TRANSPORTATION AND DEVELOPMENT**

**Equal Employment Opportunity Policy**

It is the policy of the Louisiana Department of Transportation and Development (DOTD) to provide equal employment opportunity to all employees and applicants for employment. Equal opportunity will be offered regardless of race, sex, religion, color, national origin, age, disability or any other non-merit factor, and applies to all employment practices, including recruitment, employment, compensation, benefits, training, promotions, transfers or assignments, recognition, disciplinary actions, layoffs and other terminations.

To support our commitment to the principle of equal employment opportunity, DOTD updates its Affirmative Action (AA) Plan when changes occur. The AA Plan establishes specific, measurable, and attainable hiring and promotional goals designed to achieve and maintain an equitable representation of women and minorities. The Compliance Programs Section, responsible for the administration of the EEO Program and the AA Plan, continuously evaluates and monitors progress made by organizational units towards achieving assigned goals, and provides assistance to agency administrators in fulfilling their responsibilities. The Compliance Programs Director regularly provides reports and recommendations to the Secretary on the progress of this program.

Equal Employment Opportunity is the law. All employees are required to refrain from any form of discriminatory or harassing behavior. Supervisors are required to practice and promote equal employment opportunity, nondiscrimination, and affirmative action in their areas of jurisdiction and are held responsible for any discriminatory or harassing behavior they fail to appropriately address and correct. Any employee who feels this policy has been violated should immediately report the matter to his/her supervisor, manager, or appointing authority and to the Compliance Programs Section (EEO Officer).

As Secretary, I hereby reaffirm my commitment to the principles of equal employment opportunity, affirmative action and non-discrimination.



Shawn D. Wilson, Ph.D.  
Secretary

Employees or applicants for employment who feel they may have been discriminated against or who need additional information should contact:

Compliance Programs Section  
Department of Transportation and Development  
P. O. Box 94245  
Baton Rouge, LA 70804-9245  
Telephone: (225)379-1363 Stephanie Ducote or (225)379-1362 Kathy Horsfall

