

EQUAL EMPLOYMENT OPPORTUNITY COMMITMENT STATEMENT

I am personally committed to and support the Tennessee Department of Transportation's (TDOT) Equal Employment Opportunity/Affirmative Action Program (EEO/AA). The TDOT internal employment practices are an integral part of the agency's total commitment and support of its Equal Employment Opportunity Program.

TDOT executed a Certificate of Assurances with regard to the Equal Employment Opportunity (EEO) Program and is therefore legally obligated to ensure equal employment opportunities for all persons regardless of race, color, religion, sex, national origin, age (over 40), or disability as a fundamental agency policy.

For effective administration and implementation of the EEO/AA Program, there shall be involvement, commitment and support of executives, managers, supervisors and employees. Responsibility for positive implementation of the Affirmative Action Plan shall be expected of and shared by all, management, supervisory personnel and employees. You have been further advised that you shall be held accountable for your actions or inactions in this area and will be evaluated in carrying out the measurable goals and responsibilities of this program.

The major responsibility shall be recognition and removal of any barriers to equal employment opportunity, identification of problem areas, and of persons unfairly excluded or held back and action enabling them to compete for jobs on an equal basis.

This type of commitment not only benefits those who have been denied equal employment opportunity, but will also greatly benefit the organization by attaining maximum utilization of the great reservoir of untapped human resources and skills, especially among women, and minorities.

Therefore, TDOT shall implement equal opportunity in all employment practices, including but not limited to recruitment hiring, transfers, promotions, training, compensation, benefits, recognition, lay-offs and other termination within your area of authority.

Let us maintain our commitment to fostering an excellent work environment free of unlawful discrimination. All employees must comply with equal employment opportunity principles as we perform the Department's mission.



Commissioner, TN Department of Transportation