



RIDOT POLICY

DATE: June 7, 2011

REFERENCE: Equal Employment Opportunity

Section I: Purpose

The Rhode Island Department of Transportation (the Department) values an atmosphere that fosters a work environment that is free from discrimination including harassment and sexual harassment of any kind; and thus the Department is committed to Equal Employment Opportunity (EEO) for all persons, regardless of race, color, religion, sex, sexual orientation, gender identity or expression, disability, age, or national origin. In order to create a more effective and representative internal workforce, the Department encourages the hiring, training, and promotion of persons within protected classes to reflect more accurately the available workforce within Rhode Island. Successful implementation of the Department's EEO Program will benefit the agency through increased use and development of previously underutilized human resources.

Section II: Policy

It is the policy of the Department, functioning within the framework of federal and state laws, regulations, executive orders and guidance, to adhere to the principles of EEO for all persons, regardless of race, color, religion, sex, sexual orientation, gender identity or expression, disability, age, or national origin. The Department is committed to fair and equal treatment with respect to all employment practices, including the posting of job vacancies, recruiting, hiring, compensation, benefits, recognition (awards), lay-offs, transfers, promotions, demotions, work assignments, leaves, training, recall from lay-off, appointments, discipline and agency-sponsored programs. Moreover, the Department is committed to taking special affirmative action to overcome the effects of past discrimination.

The Department's EEO Program is a critical goal setting program—with measurement and evaluation factors similar to other major agency programs—intended to fulfill the Department's EEO and affirmative action commitments, and to achieve full utilization of minorities, women, older persons, disabled and other protected classes within the Department's workforce. Responsibility for implementation of the EEO Program is assigned to the Assistant Director for Administrative Services (Chief Civil Rights Officer), Christos S. Xenophontos, and shared by all management personnel. The Department's Chief Program Development, Jennifer S. Kelshaw, will support the Chief Civil Rights Officer and all management personnel in implementing the EEO Program by assisting in the collection and analysis of employment data, the identification of problem areas, the establishment of goals and timetables, and the development of programs to achieve EEO goals. The Department will evaluate the performance of its managers and supervisors on the success of the EEO Program; managers and supervisors are accountable for their action or inaction in the EEO Program.

Applicants and employees wishing to file a complaint alleging employment discrimination, including harassment and/or sexual harassment, may do so by contacting the Department's Chief

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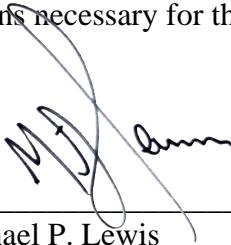
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Civil Rights Officer and/or the Affirmative Action Officer at 2 Capitol Hill, Room 109, Providence, Rhode Island 02903; (401) 222-3260, fax (401) 222-6168. All complaints, inquiries, and investigations shall be handled with fairness and objectivity, and, to the greatest extent possible, in a confidential manner.

Retaliation in any form by any Department employee against any person who complains about discrimination, or who assists in the investigation of such complaints, is prohibited.

| As Director, I am personally committed to and support the effective implementation of the Department's EEO Policy and Program. I expect all personnel to carry out the affirmative actions necessary for the success of the Department's EEO Program.

A handwritten signature in blue ink, appearing to read "M. P. Lewis", is written over a horizontal line. The signature is stylized and somewhat cursive.

Michael P. Lewis
Director