GOVERNMENT OF THE DISTRICT OF COLUMBIA

DEPARTMENT OF TRANSPORTATION

STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

As the Head of the District Department of Transportation (DDOT), I am personally committed to the principles and spirit of Equal Employment Opportunity (EEO) for all employees and employment applicants.

Therefore, let it be known that it is a fundamental policy of DDOT to assure equal opportunity in employment to all individuals regardless of race, color, sex (gender or sexual harassment), religion, national origin, age, disability, marital status, personal appearance, sexual orientation, gender identity or expression, family responsibilities, genetic information, matriculation or political affiliation.

DDOT's EEO program will be implemented as a goal setting program with measurement and evaluation factors similar to other major agency programs. It is a program requirement that special affirmative action be taken throughout the agency to overcome the effects of past discrimination. To further assure that appropriate program measures are implemented and monitored, I have designated Lisa Gregory, Director of the Office of Civil Rights, as DDOT's Affirmative Action Officer (Internal EEO Officer).

DDOT's EEO program will pervade all human resource practices including, but not limited to, recruiting, hiring, transfers, promotions, training, compensation, benefits, recognition, layoffs and other terminations. This policy also applies to all contractors, subcontractors, consultants and suppliers seeking to participate in the performance of contracts financed in whole or in part with federal funds pursuant to Title 23 CFR Pt. 230, Appendix A to Subpart C (2009).

For effective administration and implementation of the EEO program, there must be involvement, commitment and support of executives, managers, and supervisors. EEO is not only the law, but it is fundamental to this Agency's operations. I expect all management personnel to cooperate fully by integrating and promoting EEO at all levels.

Allegations of EEO violations should be directed to Genelle Burgan, Equal Opportunity Specialist, Title VII Coordinator, genelle.burgan@dc.gov, 202-671-2620 or Lisa Gregory, Lisa.Gregory@dc.gov 202 671-2628.

As an expression of the commitment to and support of DDOT's EEO Program, below is my signature, as Director of DDOT.

Terry Bellamy, Director

11-10-11

Date