

Department Secretary's Affirmation Statement in Support of Equal Employment Opportunity and Affirmative Action Inclusive of Individuals with Disabilities

As the Florida Department of Transportation (FDOT) moves forward in meeting the transportation needs of a growing state, I reaffirm our commitment to affirmative action and equal opportunity in employment inclusive of individuals with disabilities.

Regarding affirmative action, we must be an organization that seeks individuals with the best minds and broad experience to ensure that every qualified person has an equal chance to compete and contribute. Ensuring that individuals, including those with disabilities, are included in this search is affirmative action at its best.

Equal employment opportunity inclusive of individuals with disabilities covers all employment programs, management practices, and decisions including, but not limited to recruitment, hiring, promotion, transfer, reassignments, training and career development, benefits, and separation. FDOT supports the rights of individuals with disabilities who exercise their available rights under applicable civil rights laws. Retaliation against an individual including those with disabilities who engages in an exercise of their rights against unlawful discrimination will not be tolerated.

FDOT provides an environment that espouses excellence, teamwork, fairness, and equity. We will ensure that environment applies to individuals with disabilities. We strive to exemplify in all of our decision making the principle that individuals, including those with disabilities, have the freedom to compete on a fair and level playing field. Upon request and as appropriate, we will provide reasonable accommodations to qualified individuals with disabilities.

In furtherance of the FDOT's policy regarding affirmative action and equal employment opportunity, we have developed a written Affirmative Action Program (AAP). The AAP sets forth the policies, procedures, and practices that FDOT is committed to ensure that affirmative action and equal opportunity for qualified individuals inclusive of those with disabilities is accomplished. The AAP is available for inspection by any employee or applicant for employment upon request, during normal business hours, in the FDOT's Equal Opportunity Office located at 605 Suwannee Street, Tallahassee FL 32399. Interested persons should contact the Equal Opportunity Office at 850-414-4747 for assistance.

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Kevin J. Thibault, P.E.
Secretary

Florida Department of Transportation

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