


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

The Florida Department of Transportation (Department) strives to achieve excellence in meeting the transportation needs of a growing state. The Department performs a broad array of functions and seeks to employ individuals with the best minds, whose contributions to our business needs stem from their qualifications, knowledge and abilities. As such, I reaffirm our commitment to ensuring a work environment which affords equal opportunity in employment, regardless of race, color, sex, pregnancy, religion, national origin, age or marital status, and one which is inclusive of individuals with disabilities.

The Department is committed to affirmative action and equal opportunity in all employment programs, management practices, and decisions including, but not limited to recruitment, hiring, promotion, transfer, reassignments, training and career development, benefits and separation. We will continue to seek to provide a work environment which allows all to be successful and is free from harassment or disparate treatment. In furtherance, we have developed a written Affirmative Action Program (AAP), which sets forth the policies, procedures, and practices the Department is implementing to ensure we successfully meet all goals and expectations for qualified individuals inclusive of those with disabilities. The Department supports the rights of employees to exercise all available rights under applicable civil rights laws. Retaliation against employees who engage in a protected activity will not be tolerated. The AAP is available for inspection by any employee or applicant for employment upon request during normal business hours in the Department's Equal Opportunity Office (EOO) located at 605 Suwannee Street, Tallahassee FL 32399. Interested persons should contact the EOO at 850-414-4747 for assistance.

The Department promotes an environment that honors excellence, teamwork, fairness, and respect in the workplace for everyone. Above all, we must view our commitment to equal employment and affirmative action as a duty for all to endeavor to preserve as matter of personal integrity and accountability.

I trust that we will all do our part in these noble efforts.



Jared W. Perdue, P.E.
Secretary
Florida Department of Transportation