



# Florida Department of Transportation

RON DESANTIS  
GOVERNOR

605 Suwannee Street  
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KEVIN J. THIBAUT, P.E.  
SECRETARY

## POLICY

Effective: January 2, 2014  
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Office: Equal Opportunity  
Topic No: 001-275-001-v

## EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY

The Florida Department of Transportation (Department) is an Equal Opportunity employer. As such, it is committed to ensuring that all employees and applicants for employment are provided with an equal opportunity in all employment practices, including recruitment, examination, appointment, training, promotion, demotion, merit, retention, discipline, and termination without regard to race, color, sex, pregnancy, religion, national origin, age, disability, or marital status.

Discrimination or harassment based on race, color, sex, pregnancy, religion, national origin, age, disability, or marital status is strictly prohibited by the Department. Managers and supervisors are expected to take preventative steps to ensure that the workplace is free of threatening, discriminatory, inappropriate, hostile, inhibiting, and/or unwelcome conduct.

Employees or applicants for employment who believe that they have been discriminated against or harassed based on race, color, sex, pregnancy, religion, national origin, age, disability, or marital status may file a complaint with Central Office's Equal Opportunity Office (EOO) at the address or phone number provided below; with a District Intake Officer listed on the EOO's Share Point site; or with a local Human Resources Intake Officer. An employee or applicant may opt to file a complaint with the Florida Commission on Human Relations or the Equal Employment Opportunity Commission. Contact information for these agencies is also provided below.

Retaliation against employees based on matters involving complaints of discrimination or harassment is prohibited and the Department will impose discipline up to and including dismissal on any employee who discriminates, harasses, or otherwise takes an unlawful employment action against an employee for filing such a complaint or for participating as a witness in a proceeding related to a complaint of discrimination or harassment.

<p><b><u>Florida Department of Transportation</u></b> District Intake Officers -- or -- FDOT Equal Opportunity Office 605 Suwannee Street, MS 65 Tallahassee, FL 32399-0450 (850) 414-4747</p>	<p><b><u>Florida Commission on Human Relations</u></b> 4075 Esplanade Way Room 110 Tallahassee, FL 32399 (850) 488-7082 1-800-342-8170</p>	<p><b><u>Equal Employment Opportunity Commission, Miami Office</u></b> Miami Tower 100 SE 2<sup>nd</sup> ST, Ste 1500 Miami, FL 33131 (305) 808-1740 1-800-669-4000</p>
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Kevin J. Thibault, P.E.  
Secretary