



## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

EFFECTIVE: 01/01/2018

Version: 2

The Detroit Department of Transportation (DDOT) Equal Employment Opportunity Policy pertains to DDOT's responsibility to fair and equitable employment practices including, but not limited to, recruitment, selection, promotions, terminations, transfers, layoffs, compensation, training, benefits, and other terms and conditions of employment. DDOT's EEO Policy is written to fully comply with Federal Transportation Administration's (FTA) Circular 4704.1A "Equal Employment Opportunity (EEO) Requirements and Guidelines for Federal Transit Administration Recipients," as well as all applicable Federal, State and local laws.

DDOT is committed to prohibiting discrimination against employees and applicants based on their religion, race, color, national origin, age, sex, height, weight, sexual orientation, familial/marital status, veteran status, physical or mental disability, or other protected class. DDOT recognizes that the successful implementation of an Equal Employment Opportunity (EEO) program shall be beneficial to DDOT by providing fuller utilization and development of previously underutilized human resources. DDOT is committed to the development of processes and policies designed to overcome any effects of past discriminatory practices on minorities, women and the disabled. DDOT is able to provide reasonable accommodations to applicants and employees who need them, including on the basis of disability and to practice or observe their religion, absent undue hardship.

In order to uphold this commitment, DDOT has established a written, non-discrimination EEO program to be implemented and monitored by the Equal Employment Opportunity Officer (EEOO). All applicants and employees have the right to file complaints alleging discrimination. These complaints shall be made to the City of Detroit Civil Rights Inclusion and Opportunity (CRIO) office. The EEOO shall be responsible to ensuring the fair and equitable treatment of such allegations and keeping record of all decisions made by CRIO. Any employee or applicant who feels they have encountered discrimination or harassment are encouraged to contact CRIO at the address below:

Coleman A. Young Municipal Center  
2 Woodward Avenue - Suite 1240  
Detroit, MI 48226  
8:30 am – 4:30 pm, Mon-Fri  
(313) 224-4950

[Department of Civil Rights Inclusion and Opportunity](#)

Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated. Furthermore, all DDOT management personnel shall share in the responsibility of Equal Employment Opportunity compliance. Performance by managers and supervisors will be evaluated on the success of the Equal Employment Opportunity Program in the same way as their performance on other DDOT goals. Through these efforts, DDOT plans to increase its effort to develop an inclusive and diverse workforce, attract qualified applicants and ensure that it provides equal employment opportunities to all applicants and employees.

DETROIT DEPARTMENT OF TRANSPORTATION

  
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Angelica Jones, Interim Director