

NORTH DAKOTA DEPARTMENT OF TRANSPORTATION
CIVIL RIGHTS DIVISION

Policy 2-1 Title VII

Original Date: July 7, 2011
Revised Date: January 25, 2023

TITLE VII/EEO AND WORKPLACE HARASSMENT POLICY STATEMENT

North Dakota Department of Transportation (NDDOT), is committed to and will ensure Equal Employment Opportunity (EEO) for all regardless of race, color, religion, sex, national origin, age, physical or mental disability or genetic information. NDDOT will ensure equal opportunity to all applicants, employees and contractors in all employment practices.

NDDOT will not tolerate discrimination or harassment or retaliation in the workplace. Harassment is defined as conduct that is so offensive as to create a work environment that a reasonable person would consider intimidating, hostile, or offensive. Violations of the law prohibiting unlawful discrimination practices will result in appropriate disciplinary actions against offenders, up to and including dismissal.

As Director of NDDOT, I am personally committed to maintain a model work environment, free of discrimination, harassment and retaliation and fully support the NDDOT's affirmative action program.

The responsibility for implementing NDDOT's affirmative action program is assigned to the Civil Rights Division Director. However, all employees and contractors share in this responsibility and will be assigned specific tasks to assure that compliance is achieved.

Applicants, employees and contractors who believe they have been victims of harassment or unlawful discrimination may, without fear of retaliation, seek the immediate assistance of a management official, any NDDOT Affirmative Action Representative, the Civil Rights Division Director at 701-328-2576 or the Human Resources Division Director at 701-328-4365. TTY users may call Relay North Dakota at 711 or 1-800-366-6888 (toll free).



Ronald J. Henke, Director
North Dakota Department of Transportation

1/31/2023

Date