VERMONT

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Agency of Transportation

VTrans Affirmative Action Policy Statement

The Vermont Agency of Transportation (VTrans) strives to provide a working environment that is free of harassment and illegal discrimination at all levels. The Agency maintains an on-going commitment to the principles of Affirmative Action and Equal Opportunity.

The Agency's goals are to ensure the elimination of barriers and impediments to Agency employment while providing opportunities for training, upward mobility, and career enhancement to all Agency employees in accordance with the principles and tenets set forth in relevant laws, rules, and regulations governing Affirmative Action and Equal Opportunity Programs. To that end, the Secretary of Transportation, as the Agency's Chief Executive Officer, has pledged his full commitment to the principles of EEO for all persons, regardless of race, color, religion, national origin, sex, age, disability, pregnancy, sexual orientation, gender identity, transgender status, ancestry, place of birth, or HIV status. The Secretary has given full responsibility and authority to the Agency's Civil Rights Deputy Chief, who is the Agency's designated EEO Manager, to implement, monitor, and enforce all EEO/AA Program components.

Commissioners, directors, managers and supervisors are evaluated on the success of the Agency's Affirmative Action program, including the accomplishment of program goals and timetables, within their respective areas of authority as part of their regular performance evaluations. They share in the responsibility to implement and enforce EEO/AA Program components, and they are assigned specific tasks to assure that compliance is achieved.

This policy prohibits discrimination as defined by Title VII of the Civil Rights Act, as amended, and other federal and state laws, on the basis of race, color, religion, national origin, sex, age, disability, pregnancy, sexual orientation, gender identity, transgender status, ancestry, place of birth, or HIV status. It covers all areas of employment practices, including recruitment, hiring, promotion, demotion, transfer, layoff, termination, training, rates of pay and other compensation and Agency-sponsored social or recreational events.

The Agency supports and adheres to the requirements and directives contained in Title VI and Title VII of the Civil Rights Act of 1964; Executive Order 11246 of 1964 as amended; Executive Order 11375 of 1972; the Equal Pay Act of 1963; the Age Discrimination in Employment Act of 1967; the Rehabilitation Act of 1973 as amended; the Americans with Disabilities Act of 1990 and all other pertinent Federal and State of Vermont laws and statutes and their successors.

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All such laws, rules, regulations and guidance relating to Affirmative Action and Equal Employment Opportunity, unless specifically excluded, are hereby incorporated into this document by reference.

Notwithstanding the Agency's unequivocal commitment to enforcement of all applicable EEO requirements and directives, the Agency recognizes the right of any employee or applicant for employment to file a discrimination complaint. The Agency will address and resolve all discrimination complaints as expeditiously as possible and in accordance with all applicable federal and state laws, and state and Agency policies and procedures.

Affirmative Action is the pathway to the level playing field of Equal Opportunity. Affirmative Action is intended to provide fuller utilization and development of previously underutilized human resources. Toward that end, the Agency will actively pursue achieving diversity in our workforce.

The Agency will continue its involvement with community-based organizations that share in our desire to provide equal opportunity to all. A solid base of resources that assists the Agency in achieving its Affirmative Action goals and meeting its mission is in place and continues to grow.

Through its EEO Program and Affirmative Action Plan, the Agency pledges its continued support of all laws, rules and regulations addressing non-discrimination and equal opportunity in the workplace.

Dated: Sept. 12, 2014

Brian R. Searles
Secretary of Transportation

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