



## OKLAHOMA DEPARTMENT OF TRANSPORTATION

200 N. E. 21st Street  
Oklahoma City, OK 73105-3204

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**To: All ODOT Staff**

**From: Gary Ridley, Director**

**Date: January 3, 2012**

**Re: Policy on Equal Employment Opportunity and Affirmative Action**

Consistent with federal and state laws and guidelines established for affirmative action and equal employment opportunity, I would like to reaffirm this Agency's continuing policy to provide equal employment and advancement opportunity in all job classifications in this Agency without regard to:

Race, religion, gender, national origin, age, genetics, political affiliation, veteran's status, and disability, as long as the disability does not render the person unable to perform the essential duties of the position for which employed.

The principles of equal employment opportunity apply throughout the Agency to all employment practices and personnel actions:

recruiting, hiring, promotions, demotions, separations, transfers, layoff (RIF), recall, compensation, benefits and all other terms and conditions of employment. Our annual affirmative action plan helps us achieve our goal of equal opportunity employment for all.

Gregory Pringle, Civil Rights Division Manager, located in the ODOT Central Office, telephone number 405-521-4139, and e-mail address [gpringle@odot.org](mailto:gpringle@odot.org) has been delegated the responsibility of implementing the affirmative action plan, monitoring and evaluating progress and reporting the results to me.

We are fully committed to implementation of this policy. We expect all employees to perform in a manner that will demonstrate this Agency's firm commitment to this most important area. I accept overall responsibility for equal employment opportunity and affirmative action within this agency.

  
\_\_\_\_\_  
Gary Ridley, Director  
Oklahoma Department of Transportation

1-12-12  
\_\_\_\_\_  
Date

*"The mission of the Oklahoma Department of Transportation is to provide a safe, economical, and effective transportation network for the people, commerce and communities of Oklahoma."*

AN EQUAL OPPORTUNITY EMPLOYER



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