



Director's Office

An Arizona Management System Agency

Douglas A. Ducey, Governor
John S. Halikowski, Director
Scott Omer, Deputy Director/Chief Operating Officer
Kevin Blesty, Deputy Director for Policy
Dallas Hammit, Deputy Director for Transportation

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Civil Rights Office/Location: 206 S. 17th Avenue, Room 183
Phoenix, Arizona 85007

Affirmative Action Program Manager: Alicia Evans (602) 712-6727

As the Director of the Arizona Department of Transportation (ADOT), I am committed to the principles and spirit of Equal Employment Opportunity (EEO) and Affirmative Action (AA) for all employees and employment applicants.

Therefore, be it known that it is a fundamental policy of the ADOT to assure equal opportunity in employment to all individuals regardless of race, color, gender, religion, national origin, age, or disability. EEO and AA Programs are legal, social and economic requirements for the success of the ADOT and as such, will continue to receive my personal attention and guidance. To further assure that appropriate program measures are implemented and monitored, I have designated Alicia Evans as the ADOT's Affirmative Action Program Manager (AAPM).

Our EEO-AA programs will pervade all human resource practices including, but not limited to, recruiting, hiring, transfers, promotions, training, compensation, benefits, recognition, and all forms of employment. Equal Employment Opportunity positively affects the development of our entire workforce, and active AA Programs will provide a more positive employment environment, which benefits this Department and all of its employees.

For effective administration and implementation of the EEO-AA Programs, there must be involvement, commitment and support of executives, managers, and supervisors. My office has advised all Administrators, Division Directors, District Engineers, managers and supervisors that responsibility for positive implementation of the Affirmative Action Program will be expected and shared by all management and supervisory personnel. Administrators, Division Directors, District Engineers, managers and supervisors have been further advised that they will be held accountable for their actions in this area and will be evaluated in carrying out these responsibilities.

Equal Employment Opportunity is not only the law, but it is fundamental to ADOT's operations. I expect each employee and Management to cooperate fully by integrating and promoting Equal Employment Opportunity at all levels.

As an expression of the commitment to and support of the ADOT's Affirmative Action Program, below is my signature, as Director of the Arizona Department of Transportation.

John S. Halikowski
Director, Arizona Department of Transportation

Date