

Sub-Part 6203 – Office of Civil Rights

Chapter 00200 Equal Employment Opportunity

Purpose

- 100 To comply with the requirements of 23 CFR, Subpart C of the Federal Code of Regulations
- 101 The Mississippi Department of Transportation will not discriminate on the basis of race, color, religion, national origin, sex, age, disability, and political affiliation with regard to employment practices including recruitment, placement, transfer, promotion, training, demotion, discipline, and termination.

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT

- 200 It is the policy of the Mississippi Department of Transportation to afford equal employment opportunities to each applicant or employee in all employment practices including recruitment, placement, transfer, promotion, training, demotion, discipline, and termination without regard to race, color, religion, national origin, sex, age, disability, and political affiliation.
- 201 The Mississippi Department of Transportation shall assure equal employment opportunity to qualified disabled applicants or employees. The Americans with Disabilities Act of 1990 defines qualified individuals as people who with or without reasonable accommodations can perform the essential functions of the job.
- 202 Sexual harassment is a prohibited practice which violates the sex discrimination provisions of Title VII of the Civil Rights Acts of 1964. The Department charges each and every manager and supervisor with the responsibility to ensure that the workplace is free from sexual harassment.
- 203 For specific grievance procedures, employees may refer to the Mississippi State Employee Handbook or contact their Equal Employment Opportunity (EEO) Officer.
- 204 The Mississippi Department of Transportation shall implement and strive by good faith efforts to achieve the goals established by its Affirmative Action Program. There shall be involvement, commitment and support of executives, managers, supervisors, and employees.
- 205 All managers and supervisors are herewith notified they are fully obligated to ensure that this policy is adhered in all transactions involving employees or potential employees. The major responsibility shall be the recognition and removal of any barriers to equal employment opportunity, identification of problem areas, and of persons unfairly excluded or held back and action enabling them to compete for jobs on an equal basis. Any violation of this policy or state and federal laws ensuring equal employment

opportunities shall be reported immediately to the Equal Employment Opportunity Officer.

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