



Rhode Island Department of Transportation
2 Capitol Hill, Providence, R.I. 02903

Equal Employment Opportunity Policy Statement

The Rhode Island Department of Transportation (the Department or RIDOT) has a strong commitment to the community we serve and to our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve, and to overcome the effects of past discrimination. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

The Rhode Island Department of Transportation Equal Employment Opportunity (EEO) policy applies to all employment actions including, but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination, sexual harassment, or other harassment based on membership in a protected status. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

The Department is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

As the Rhode Island Department of Transportation's Director, I maintain overall responsibility and accountability for the Department's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Nancy Rodriguez as the Department's EEO/Affirmative Action Officer (AAO). Ms. Rodriguez has direct access to me and acts with my authority with all levels of management, labor unions, and employees.

All RIDOT executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring RIDOT's EEO Policy and Program within their respective areas and will be assigned specific tasks for which they will be accountable to ensure that compliance is achieved. RIDOT will evaluate its managers'

and supervisors' performance on their successful implementation of the Department's policies and procedures, in the same way that the Department may assess their performance regarding other agency's goals.

The Rhode Island Department of Transportation is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices, and procedures, with goals and timetables, to which the agency is committed, and to make to the EEO Program available for inspection upon request by any employee or applicant for employment.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of the Department's EEO Policy and Program.

Complaints of discrimination, sexual harassment, other harassment, or retaliation based on membership in a protected class should be made to the attention of Nancy Rodriguez, MPA, Chief EEO Officer at:

Office of Civil Rights – Internal EEO
R.I. Department of Transportation
2 Capitol Hill
Providence, R.I. 20903
(401) 222-3260 x4405
Or via email: Nancy.Rodriguez@dot.ri.gov


Peter Alviti, Jr., P.E., Director
Rhode Island Department of Transportation


Effective Date