

# Government of the District of Columbia

## Department of Transportation



### STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

As the Head of the District Department of Transportation (DDOT), I am personally committed to the principles and spirit of Equal Employment Opportunity (EEO) for all employees and employment applicants.

Therefore, let it be known that it is a fundamental policy of DDOT to assure equal opportunity in employment to all individuals regardless of race, color, sex, religion, national origin, age, disability, marital status, personal appearance, sexual orientation, gender identity or expression, family responsibilities, genetic information, matriculation, political affiliation, credit information, and/or victims or family members of victims of domestic violence, sexual offense or stalking.

DDOT's EEO program will be implemented as a goal setting program with measurement and evaluation factors similar to other major agency programs. It is a program requirement that special affirmative action be taken throughout the agency to overcome the effects of past discrimination. To further assure that appropriate program measures are implemented and monitored, I have designated Luisa B. Nguyen, EEO Program Manager, as DDOT's Affirmative Action Officer (Internal EEO Officer).

DDOT's EEO program will pervade all human resource practices including, but not limited to, recruiting, hiring, transfer, promotions, training, compensation, benefits, recognition, layoffs and other terminations. This policy also applies to all contractors, subcontractors, consultants, and suppliers seeking to participate in the performance of contracts financed in whole or in part with federal funds pursuant to Title 23 CFR Part 230, Appendix A to Sub Part C (2009); and in whole or in part with local funds pursuant to Chapter 11: Equal Employment Opportunity Requirements in DC Government Contracts, § 1103.2.

For effective administration and implementation of the EEO program, there must be involvement, commitment and support of executives, managers, and supervisors. EEO is not only the law, but it is fundamental to this Agency's operations. I expect all management personnel to cooperate fully by integrating and promoting EEO at all levels.

Allegations of EEO violations should be directed to Luisa B. Nguyen, EEO Program Manager [Luisa.Nguyen@dc.gov](mailto:Luisa.Nguyen@dc.gov), 202.299.2190 or Nana Bailey-Thomas, Chief Transportation Equity and Inclusion Officer, [Nana.Bailey@dc.gov](mailto:Nana.Bailey@dc.gov), 202.671.3236.

As an expression of the commitment to and support of DDOT's EEO program, below is my signature, as Director of DDOT.

Everett Lott, Acting Director

7/20/2021

Date