

Rule No.: 941 - 6203 - 00200

Agency: Mississippi Department of Transportation

Agency Effective Date: May 15, 2005

Agency Issued Date: March 8, 2005

Secretary of State Authority Date: May 15, 2005

Supercedes Rule:

Division: Office of Civil Rights

Rule Title: Equal Employment Opportunity

The person to be contacted regarding the proposed rule is: Facility and Records Management Director

Name of person originating the proposed rule: Carolyn Bell, Civil Rights Director

Name of supervisor or person who approved the proposed rule: Larry L. Brown, Executive Director

Purpose:

To comply with the requirements of 23 CFR, Subpart C of the Federal Code of Regulations

Summary:

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.

The full text of the proposed rule is:

All cites herein refer to the most current version of the cited document.

**EQUAL EMPLOYMENT OPPORTUNITY AND
AFFIRMATIVE ACTION POLICY STATEMENT**

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.

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.

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.

For specific grievance procedures, employees may refer to the Mississippi State Employee Handbook or contact their Equal Employment Opportunity (EEO) Officer.

The Mississippi Department of Transportation shall implement and strive by good faith efforts to achieve the goals established by its Affirmative Action Program. Employees desiring more detailed information on the EEO and Affirmative Action Program are encouraged to contact their EEO Officer.

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. Any violation of this policy or state and federal laws ensuring equal employment opportunities shall be reported immediately to one of the following Equal Employment Opportunity Officers:

DISTRICT 1

District Personnel Officer
1909 N Gloster Street
Tupelo, MS 38803
662-842-1122

DISTRICT 2

District Personnel Officer
Highway 51 N
Batesville, MS 38606
662-563-4541

DISTRICT 3

District Personnel Officer
1240 Highway 49 W
Yazoo City, MS 39194
662-746-2513

DISTRICT 5

District Personnel Officer
Highway 80 W
Newton, MS 39345
601-683-3341

DISTRICT 6

District Personnel Officer
Highway 49 N
Hattiesburg, MS 39403
601-544-6511

DISTRICT 7

District Personnel Officer
Highway 51 N
McComb, MS 39648
601-684-2111

STATEWIDE EEO OFFICER

401 N West Street
Jackson, MS 39201
601-359-7466

EXECUTIVE DIRECTOR

MISSISSIPPI DEPARTMENT OF TRANSPORTATION