

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Baltimore City Department of Transportation (BCDOT) is firmly committed to equal employment opportunity and the promotion of a strong affirmative employment program. It is the policy of the BCDOT to provide equal opportunity in employment for all persons in its workforce as well as applicants for employment, RECRUITMENT ADVERTISING, HIRING, UPGRADING, SELECTION FOR TRAINING, PROMOTION, transfer, demotion, layoff, termination, rates of pay or other forms of compensation, use of facilities, and treatment of employees without regard to race, religion, national origin, sex (including pregnancy and gender identity), national origin, age, disability, family medical history, veteran status, genetic information or other protected class. The BCDOT strongly promotes the full realization of equal opportunity through continuing programs of affirmative employment at every level of BCDOT.

Equal employment opportunity principles must govern all aspects of the BCDOT's personnel policies, program practices and operations. All phases of employment- freedom to compete, recruitment, hiring evaluation, promotion, transfer, assignment, training, benefits and separation shall be conducted in compliance with equal employment opportunity laws and regulations.

BCDOT policy regarding Equal Employment Opportunity requires that every effort be made to ensure that our work force is representative of the population from which it is drawn. Division Chiefs and supervisors will be held accountable for ensuring equal opportunity and for achieving progress towards a more representative work force at all levels. Additionally, Division Chiefs and supervisors must continue to take positive steps toward ensuring a supportive work environment and reaching early resolution of complaints. They must also avoid even the appearance of acts of reprisal against employees who exercise their rights to file complaints.

This written Equal Employment Opportunity Plan (EEOP) sets forth the policies, practices and procedures, with goals and timetable, to which the agency is committed and is available for inspection by any employee or applicant for employment upon request.

All employees play an important role in maintaining an environment of equal opportunity and have a responsibility to treat all colleagues with respect and professionalism. As Director, I strongly support the BCDOT's commitment to equal employment opportunity and hold every employee accountable for the achievement for BCDOT's affirmative employment objectives.

The Department's Equal Opportunity Officer (EOO) office is responsible for all EEO duties and can be reached at 410-396-6855 .



Veronica P. McBeth, Director
Department of Transportation