


## ADOT EEO Contractor Compliance Policy Statement

The Arizona Department of Transportation (ADOT) is committed to Equal Employment Opportunity and strives to work collaboratively with all Federal program participants to ensure compliance with implementing regulations, the required contract provision and applicable State and Federal law. ADOT will perform all official equal opportunity actions in an affirmative manner to assure the equality of employment opportunity, without regard to race, color, religion, sex, national origin, age or disability both in its own work force and in the work forces of contractors, subcontractors, and material suppliers engaged in the performance of Federal-aid highway construction contracts.

The Contractor Compliance Program outlines the procedures for monitoring and enforcing Federal Equal Employment Opportunity (EEO) contract provisions, which are outlined in Form FHWA-1273 and contained in every Federal-aid highway construction contract. The ADOT Civil Rights Office and all personnel assigned responsibility under this program must ensure that their respective contract administration activities are consistent with the requirements stated herein. Overall responsibilities for the management of the Contractor Compliance Program have been assigned to the Civil Rights Office.

Approved:

  
Arizona Department of Transportation  
John S. Halikowski, Director

  
Date