



OFFICE OF THE DIRECTOR

ADMINISTRATIVE ORDER NO. 2025-02

April 2, 2025

TO: ADMINISTRATIVE OFFICIALS, DIVISION HEADS AND DISTRICT ENGINEERS

SUBJECT: EEO COMMITMENT & SEXUAL HARASSMENT POLICY STATEMENT

The Arkansas Department of Transportation (ARDOT) is committed to a workplace free from discrimination and harassment, including sexual harassment, and provides equal employment opportunities to all employees regardless of race, color, religion, sex, national origin, age, disability, or genetic information.

Equal Employment Opportunity

ARDOT's internal employment practices are an integral part of the agency's total commitment and support of its Equal Employment Opportunity Program. The major responsibility is the recognition and removal of any barriers to equal employment opportunity, identification of problem areas and of individuals unfairly excluded or held back, and actions enabling them to compete for jobs on an equal basis. This commitment not only ensures equal employment opportunities for all but also strengthens the organization by maximizing the utilization of the substantial reservoir of untapped human resources and skills.

Sexual Harassment

Under Title VII of the Civil Rights Act, unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

It is imperative that all ARDOT employees be assured a working atmosphere free from sexual harassment. Therefore, ARDOT prohibits sexual harassment of its employees in any form.

Reports of an alleged act of discrimination and/or harassment because of race, color, religion, sex, national origin, age or disability should be forwarded to: Arkansas Department of Transportation Civil Rights Division, 10324 Interstate 30, Room 103, Little Rock, Arkansas 72209; or by telephone at (501) 569-2235 (Voice TTY 711).


Jared D. Wiley, P.E.
Director

c: Highway Commission
Division Administrator – FHWA