

COMPLAINT PROCEDURES

In accordance with the following federal laws, it is the policy of the Arkansas Department of Transportation (ARDOT) to ensure equal employment opportunities for all persons regardless of race, color, religion, sex, national origin, age, disability, or genetic information.

- Civil Rights Act of 1964 as amended by EEO Act of 1972
- Age Discrimination in Employment Act of 1967
- Federal-Aid Highway Act of 1968 as amended
- Rehabilitation Act of 1973
- Americans with Disabilities Act of 1990
- Genetic Information Nondiscrimination Act of 2008

According to the Equal Employment Opportunity Commission, discrimination against an individual because of sexual orientation or gender identity, including transgender status, is discrimination because of sex in violation of Title VII of the Civil Rights Act.

Employment actions shall include, but not be limited to: hiring, promotions or upgrades, demotions or transfers, recruiting or job advertising, layoffs or discharges, rates of pay or other forms of compensation, and selection for training. Any alleged act of employment discrimination at ARDOT should be reported to:

Arkansas Department of Transportation
Civil Rights Division, Room 103
10324 Interstate 30
Little Rock, Arkansas 72209
501-569-2235 (Voice TTY 711)
Civil.Rights@ardot.gov

The report should contain a summary of conditions relating to the complaint, the name and address of the complainant, and the name of the discriminating party (if known).

After a thorough review of the complaint, the complainant will be informed of ARDOT's decision in writing. The complainant will also be advised of the right to appeal and the avenues available for the submission of an appeal.