

Montana Department of Transportation

EEO Program Policy Statement and Affirmative Action Commitment

The Montana Department of Transportation (MDT) will make every effort to ensure that no person shall on the grounds of race, religion, color, national origin, sex, age, or disability (hereafter "protected classes") be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any MDT programs or activities. This includes equal opportunity in all employment practices, including (but not limited to) recruiting, hiring, transfers, promotions, training, compensation, benefits, recognition (awards), layoffs, demotions, and terminations.

MDT is committed to comply with 23 CFR Part 230. MDT provides equal employment opportunity (EEO) to all employees and job applicants without regard to a person's membership in a protected class and provides reasonable accommodations to persons with disabilities.

As MDT Director, I am responsible for the overall administration of MDT's EEO program. Through the implementation of MDT's EEO program, MDT developed an Affirmative Action Plan (AAP) to achieve equal representation of minorities and females in all major job categories when deficiencies exist. MDT is committed to applying good faith efforts to correct the underutilization of minorities and females in its workforce.

I have designated the MDT Office of Civil Rights Affirmative Action Officer with the responsibility and authority to implement and ensure compliance with MDT's EEO program and AAP. I have further delegated sufficient responsibility and authority to MDT's Administrative Team, Human Resources and Occupational Safety Division staff, managers, and supervisors to effectively implement MDT's EEO program and make good faith efforts to meet AAP goals.

In accordance with the MDT EEO, Nondiscrimination, and Harassment Prevention Policy, the MDT Affirmative Action Officer is responsible for the implementation of MDT's EEO Program, which includes education, training, and prevention and investigation of internal agency claims of discrimination.


Malcolm D. Long, Director

3-20-2023
Date