



District Department of Transportation

**APPROVAL OF 2015 UPDATE**

The Affirmative Action Plan has been approved for submission to the Federal Highway Administration (FHWA) by Leif A. Dormsjo, Director.

A handwritten signature in blue ink, appearing to read 'Leif A. Dormsjo', written over a horizontal line.

Leif A. Dormsjo  
Director, DDOT

A handwritten date '1/8/16' in blue ink, written over a horizontal line.

Date





Moreover, for effective administration and implementation of the Equal Employment Opportunity Program, there must be involvement, commitment and support of executives, managers, and supervisors. The Office of Director *via* its Civil Rights Office will advise all branches (Office of the Director, Project Delivery Cluster, Operations Cluster, Administration Cluster, and Performance Cluster) that responsibility for positive implementation of the Affirmative Action Program will be expected and shared by all management and supervisory personnel. DDOT administrations will be further advised that they will be held accountable for their actions or inaction in this area and will be evaluated in carrying out these responsibilities. Specifically, all managers will be assigned responsibilities for program implementation and the prescribed responsibility will be added to all managers' performance evaluations. Therefore, each administration shall implement equal opportunity in all employment practices, including but not limited to recruitment, hiring, transfers, promotions, training, compensation, benefits, recognition, lay-offs and other termination within their area of authority.

In furtherance of DDOT's policy regarding Affirmative Action and Equal Employment Opportunity, DDOT has developed the program set forth below which outlines the policies, practices and procedures which DDOT is committed to applying in order to ensure that its policy of non-discrimination and affirmative action is accomplished. The major responsibility shall be recognition and removal of any barriers toward equal employment opportunity, identification of problem areas, and of persons unfairly excluded or held back and action(s) enabling them to compete for jobs on an equal basis. This type of commitment not only benefits those who have been denied equal employment opportunity, but will also greatly benefit the organization by attaining maximum utilization of untapped human resources and skills, especially among minorities and women.

This Affirmative Action Program will be available for inspection by any employee or applicant for employment, upon request, between 8:00 AM and 5:00 PM at: 55 M Street, SE, Washington, DC 20003 or *via* DDOT's Compendium Page (<http://comp.ddot.dc.gov/SitePages/Home.aspx>). The AAP will also be available on DDOT's Office of Civil Rights internet page (<http://ddot.dc.gov/service/civil-rights-program-and-services>).

Equal Employment Opportunity is not only the law, but it's fundamental to this Department's operations. It is the Director's expectation that each employee and management cooperates fully by integrating and promoting Equal Employment Opportunity at all levels.

As an expression of the commitment to and support of DDOT's Affirmative Action Program, below is the signature of Leif A. Dormsjo, as Director of DDOT.

Director of DDOT

Date