



EQUAL EMPLOYMENT OPPORTUNITY AND FAIR EMPLOYMENT PRACTICES

Purpose

The purpose of this policy is to implement Board Policy 4019 to direct the Director to establish procedures to implement fair employment practices, and to develop and implement an Equal Employment Opportunity/Affirmative Action program to promote and maintain a diversified work force.

Legal Authority

- Idaho Code 40-314(2) - The Board has authority over all employment matters.
- Idaho Code 40-505 - The Director has authority to control, supervise and direct employees, subject to Board oversight.
- Idaho Code Title 44, Chapter 16 - Farm Labor Contractor Licensing
- Idaho Code Title 44, Chapter 17 - Discriminatory Wage Rates Based Upon Sex
- Idaho Code Title 65, Chapter 5 - Rights and Privileges of Veterans
- Idaho Code Title 67, Chapter 59 - Commission on Human Rights
- 42 United States Code §§ 2000d et seq. - Title VI Civil Rights Act of 1964 - Prohibition against discrimination under federally assisted programs.
- 42 United States Code §§ 2000e et seq. - Title VII, Civil Rights Act of 1964 - Prohibition against discrimination by employers.
- 42 United States Code §§ 2000e et seq. - Title VII, Equal Employment Opportunity Act of 1972 - Prohibition against discrimination by employers.
- 29 United States Code §§ 621 et seq. - Age Discrimination in Employment Act of 1967 - Prohibition against age discrimination by employers.
- 29 United States Code §§ 701 et seq. - The Rehabilitation Act of 1973 - Prohibition against disability discrimination by employers.

The Idaho Transportation Department policies, practices, and programs regarding employment (recruitment, appointment, promotion, demotion, transfer, retention, discipline, separation, training, and compensation) purchasing, planning, public services, use of Department facilities, and the execution of contracts shall be in accordance with the principles of fair treatment and shall not discriminate on the basis of race, color, sex, sexual orientation, national origin, religion, age, disability, veteran status, marital status, or political or religious opinions or affiliations.

The Idaho Transportation Department supports equal opportunity employment and increased diversification of its workforce through a fair and equitable application of affirmative action practices where underutilization exists. The Department shall recruit, appoint, assign, and promote employees

or applicants for employment on the basis of individual merit in accordance with the principles of fair treatment, and shall not discriminate on the basis of any legally protected status or class.

All employees have the right to work in an environment free from discrimination, harassment or retaliation. All employees are expected to work together cooperatively with courtesy, respect and dignity.

All employees of the Department are responsible for monitoring Department policies, practices, and programs for compliance with Fair Employment Practices.

Refer to the Human Resources Manual for procedures and guidelines.



Brian W. Ness
Director

Date 10/22/2015