



BOARD POLICY 4019

Page 1 of 2

**EQUAL EMPLOYMENT OPPORTUNITY AND FAIR EMPLOYMENT PRACTICES**

**Purpose**

The Board directs the Director to develop and implement an Equal Employment Opportunity/Affirmative Action program to promote and maintain a diversified work force, and to establish procedures to implement fair employment practices.

**Legal Authority**

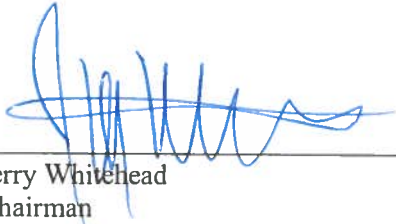
- Idaho Code 40-314(2) - The Board has authority over all employment matters.
- Idaho Code 40-505 - The Director has authority to control, supervise and direct employees, subject to Board oversight.
- Idaho Code Title 44, Chapter 16 - Farm Labor Contractor Licensing
- Idaho Code Title 44, Chapter 17 - 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 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 race, color, sex, religion, sexual orientation, national origin, age, disability, veteran status, marital status, or political or religious opinions or affiliations.

---

All services, activities, programs, and functions of the Department shall be performed without regard to race, color, sex, religion, sexual orientation, national origin, age, disability, veteran status, marital status, or political or religious opinions or affiliations. Department facilities shall not be used in the furtherance of any discriminatory practice, nor shall the department become a party to any agreement, arrangement, plan, contract, or subcontract, which has the effect of sanctioning such practices.

The Director, or a delegate, shall establish procedures and guidelines necessary to implement this policy.



\_\_\_\_\_  
Jerry Whitehead  
Chairman

Approved by the Board on:

Date 9/16/15