



ARKANSAS DEPARTMENT OF TRANSPORTATION

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COMPLAINT PROCEDURES  
IN ACCORDANCE WITH  
THE CIVIL RIGHTS ACT OF 1964 AS AMENDED BY THE EEO ACT OF 1972  
THE AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967  
THE FEDERAL-AID HIGHWAY ACT OF 1968 AS AMENDED  
THE REHABILITATION ACT OF 1973 AND  
THE AMERICANS WITH DISABILITIES ACT OF 1990  
THE GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008

It is the policy of the Arkansas State Highway and Transportation Department to ensure equal employment opportunities for all persons regardless of race, color, religion, sex, national origin, age, disability or genetic information. According to the Equal Employment Opportunity Commission, discrimination against an individual because of gender identity, including transgender status, or because of sexual orientation is discrimination because of sex in violation of Title VII. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation and selection for training.

Information of an alleged act of discrimination because of race, color, religion, sex, national origin, age or disability should be forwarded to: Internal EEO Coordinator Stephanie Martin 10324 Interstate 30, Room 103, Central Office Building, Little Rock, AR 72203; (501) 569-4941 (Voice TTY 711); or the following email address: [stephanie.martin@ardot.gov](mailto:stephanie.martin@ardot.gov)

The initial report should contain a summary of conditions relating to the alleged act or complaint, the name, address and location of the complainant and the name of the discriminating official.

Upon completion of a thorough review of all complaints of alleged discrimination, the complainant will be informed of the Department's decision in the matter by letter. If the claim is rejected, the complainant will be advised of the right to appeal and the avenues available for the submission of such an appeal.