

ARKANSAS DEPARTMENT OF TRANSPORTATION
LITTLE ROCK, ARKANSAS

March 20, 2020

**ADMINISTRATIVE CIRCULAR NO. 2020-05 (Supersedes Administrative Circular
No. 2017-03)**

TO: DIVISION HEADS AND DISTRICT ENGINEERS

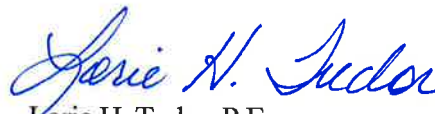
SUBJECT: EEO POLICY STATEMENT ON SEXUAL HARASSMENT

In accordance with federal requirements, this is to advise that harassment on the basis of sex is a violation of Section 703 of Title VII of the Civil Rights Act of 1964. Under that law, unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

It is imperative that all Department employees be assured a working atmosphere free from sexual harassment. Therefore, the Department prohibits sexual harassment of its employees in any form.

Information of an alleged act of discrimination and/or harassment because of race, color, religion, sex, national origin, age or disability should be forwarded to: Internal EEO Coordinator Stephanie Martin, 10324 1-30, Room 103, Central Office Building, Little Rock, AR 72203; (501) 569-4941 (Voice TTY 711); or the following email address: stephanie.martin@ardot.gov.


Lorie H. Tudor, P.E.
Director

c: Deputy Director and Chief Operating Officer
Deputy Director and Chief Engineer
Assistant Chiefs
Chief Legal Counsel
EEO/DBE Officer
Division Administrator - FHWA