



DIVERSITY COMMITMENT STATEMENT

As the Commissioner of the Tennessee Department of Transportation (TDOT), I recognize that our employees are our most important asset. TDOT employees are the vital link that ensures that the mission and visionary principles are fully accomplished.

As your Commissioner, I am committed to fostering a culture of inclusion by creating and maintaining a work environment that is welcoming of individuals of all races, ethnicities, genders, cultures, abilities, and experiences. I support and encourage recruiting and retaining the best and the brightest employees from every background.

Achieving a diverse workforce requires the commitment of everyone in TDOT. Individually, you have a critical role to play in supporting a culture that fosters diversity where individual differences, unique perspectives, and talents are valued.

To further promote diversity, the Department has developed and implemented a variety of diversity initiatives. These initiatives provide avenues for awareness, developing positive attitudes towards various cultures and practices, as well as the ability to understand, appreciate, communicate and/or interact with other cultures.

I urge you to lead by example by being the best you can be in your respective work areas and by treating one another with dignity and respect. Creating harmonious and productive working relationships not only benefits us as individuals, but also increases the success of TDOT in providing the public with the best multimodal transportation system in the nation.

A handwritten signature in blue ink that reads "Butch Eley".

Butch Eley,
Deputy Governor & Commissioner of Transportation





EQUAL EMPLOYMENT OPPORTUNITY COMMITMENT STATEMENT

As Commissioner, I am honored to reaffirm the Department's commitment to the principles of equal employment opportunity by maintaining a workplace free from any unlawful discrimination, prohibited harassment, and retaliation in all aspects of employment policies and practices. We stand as an equal employment opportunity employer that will strive to maintain a workforce that mirrors the state's unique diversity.

TDOT executed a Certificate of Assurance regarding the Equal Employment Opportunity/Affirmative Action (EEO/AA) Program and is therefore fully committed to ensure equal employment opportunities for all persons regardless of race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, genetic information, citizenship, or veteran's status or any other category protected by state and/or federal civil rights laws as a fundamental agency policy.

The Department shall implement equal opportunity in all employment practices, including but not limited to recruitment and/or advertising, hiring, job training, transfers, promotions, demotions, discharges, benefits, recognition, classification, and compensation. We will continue to identify and eliminate any barriers to equal employment opportunities of groups with a low participation rate in our workforce. All employees, especially managers and supervisors, must take responsibility for reporting and addressing discriminatory conduct and preventing all types of discrimination, including workplace harassment.

If an employee or applicant for employment believes he/she has been subjected to conduct that violates this policy, or observes conduct that violates this policy, he/she is encouraged to report those incidents as soon as possible after the event occurs. Employees who participate in actions or conduct that violate this policy are subject to disciplinary action up to and including immediate termination.

Our strategic mission is to provide a safe and reliable transportation system that supports economic growth and quality of life through a vision of commitment to excellence in managing and improving the state's transportation system, promoting the success of our employees, and strengthening the trust of our customers.

Let us maintain our commitment to fostering an excellent work environment free of unlawful discrimination. All employees must comply with equal employment opportunity principles as we perform the Department's mission.

A handwritten signature in blue ink that reads "Butch Eley".

Butch Eley,
Deputy Governor & Commissioner of Transportation

