



STATE OF NORTH CAROLINA  
DEPARTMENT OF TRANSPORTATION

JOSH STEIN  
GOVERNOR

J.R. "JOEY" HOPKINS  
SECRETARY

**EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

As the Secretary of the North Carolina Department of Transportation (NCDOT), 1 South Wilmington Street, Raleigh, North Carolina 27601, I am personally committed to the principles and spirit of Equal Employment Opportunity for all employees, former employees, and applicants for employment.

It is a fundamental policy of the Department to ensure the administration and implementation of all human resource policies, practices and programs are fair and equitable. Equal employment opportunity is for all individuals regardless of race, religion, color, national origin, ethnicity, sex, pregnancy, gender identity or expression, sexual orientation, age (40 or older), political affiliation, National Guard or veteran status, genetic information, or disability. Furthermore, NCDOT is committed to providing reasonable accommodation and has established procedures to allow persons with a disability to request reasonable accommodation.

NCDOT's Equal Employment Opportunity (EEO) program and plan are designed to foster an inclusive workplace that is responsive to and respectful of all employees and applicants. All personnel policies and practices are to be conducted in a work environment that is free and fair from discrimination, harassment, and retaliation. EEO will pervade all human resources policies, practices, and programs including, but not limited to, recruiting, hiring, dismissal, retention, transfers, job assignment, classification, disciplinary actions, promotions, reduction-in-force, training, compensation, benefits, recognition, and all other terms and conditions of employment. NCDOT prohibits creating a hostile or intimidating work environment. No State employee may engage in speech or conduct that is defined as unlawful workplace harassment. NCDOT also prohibits retaliatory actions against an employee, former employee or applicant for making a charge, testifying, assisting, or participating in any manner in a hearing, proceeding, or investigation of employment discrimination. Any interference, coercion, restraint, or reprisal of any employee, former employee or applicant for employment complaining of unlawful discrimination, workplace harassment, or retaliation is prohibited.

EEO is not only required by Federal and State law, but it is also fundamental to the operations of the Department. NCDOT complies with applicable Federal and State EEO laws, statutes, regulations, and policies. I expect each employee and manager to cooperate fully by integrating and promoting EEO at all levels. My office has advised all executives, administrators, division directors, district engineers, and branch/unit managers and supervisors that positive implementation of the EEO programs and plans is expected and that they will be held accountable and evaluated for their actions. To further assure that appropriate program measures are implemented and monitored, I have designated the Department's Office of Civil Rights with that responsibility. The Office of Civil Rights EEO Officer can be reached at [eeomanager@ncdot.gov](mailto:eeomanager@ncdot.gov).

As an expression of my commitment to and support of the North Carolina Department of Transportation's EEO program, below is my signature as Secretary of NCDOT.

Signed by:  
  
J.R. Hopkins, P.E.

02/07/2025

Date

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