



**TRANSPORTATION CABINET**

Frankfort, Kentucky 40622  
www.transportation.ky.gov/

**Steven L. Beshear**  
Governor

**Michael W. Hancock, P.E.**  
Secretary

**EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY**

OFFICIAL ORDER 107329

It is the policy of the Kentucky Transportation Cabinet ("Cabinet") to assure equal employment opportunities to all persons. All Cabinet employees and applicants for employment shall be treated impartially and without regard to race, color, religion, national origin, sex, sexual orientation or gender identity, ancestry, age, disability or veteran status in all aspects of employment, including but not limited to recruitment, hiring, compensation, recognition (awards), benefits, merit promotions, demotions, transfers or reassignments, disciplinary actions, lay-offs and other terminations, training and career development within the Cabinet.

The Cabinet policy further prohibits discrimination and harassing behavior on account of race, color, religion, national origin, sex, sexual orientation or gender identity, ancestry, age, disability or veteran status. Such discrimination or harassing behavior will not be tolerated and allegations of discrimination or harassing behavior will be immediately investigated, and where allegations are substantiated, appropriate action will be taken.

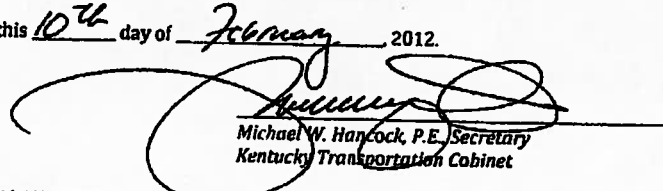
The Cabinet also maintains the same impartial and nondiscriminatory policy in the selection of persons, firms or businesses that do business with the Cabinet.

Cabinet head and management personnel shall be responsible to ensure this policy is announced and enforced throughout this agency. Employees or applicants for employment seeking assistance in these matters may contact the Office of Human Resources Management, Employee Relations Branch at 502-564-4610 and/or the Office for Civil Rights and Small Business Development at 502-564-3601.

This policy shall be prominently posted in all personnel offices, EEO offices, and on the Cabinet's internal website.

Retaliatory action of any kind is prohibited, will not be tolerated and will be regarded as a separate and distinct cause for complaint. The Cabinet supports the rights of all employees to exercise their rights under the civil rights statutes.

Signed and approved this 10<sup>th</sup> day of February, 2012.

  
Michael W. Hancock, P.E. Secretary  
Kentucky Transportation Cabinet

APPROVED AS TO FORM AND LEGALITY  
  
Todd Shipp, Esq., Special Assistant  
Office of Legal Services



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