



Equal Employment Opportunity (EEO) Policy Statement

The mission of the Department is "Connecting You With Texas." Employees play an essential role in meeting the Department's mission. The Department's public duties require integrity, competence, and the hard work of many employees with diverse skills and knowledge. The Department cannot perform its mission well unless its employees perform their duties well.

The core qualities inherent in the Department's philosophy are public accountability, open government, high ethical standards, and respect for persons doing business with the Department. The commissioners and all employees govern their conduct by these qualities in carrying out Department business and in dealing with members of the public and each other.

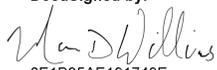
The Department stands as an equal employment opportunity (EEO) employer and is committed to providing fair and equal treatment of all employees without regard to race, color, religion, sex (including sexual orientation and gender identity), national origin, pregnancy, genetic information, citizenship or immigration status, disability, military status, or age. Applicants for employment, vendors, contractors and their employees, customers, and the public also are recipients of this same commitment.

The Department strives to ensure full compliance with all EEO requirements, laws, and regulations, while attracting and hiring qualified individuals who are part of the available workforce and who mirror the state's unique diversity.

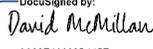
Through its employment practices, the Department fosters and promotes employee career growth in a workplace environment free of intimidation, discrimination and harassment.

The Department considers any employee degradation or abusive conduct towards individuals external to the organization a serious violation of its EEO policy. Corrective action will be taken, as appropriate, for each behavior or event occurrence.

The Department communicates its EEO commitment to the public and employees by way of policy manuals, employee orientation and supplemental training, affirmative action statements on job applications, outreach efforts, and recruitment literature, advertising, and other media.

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Marc D. Williams, P.E.
Executive Director
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David McMillan
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