

External Equal Employment Opportunity

UDOT 08B-05

Effective: January 9, 1970

Revised: June 11, 2013

Purpose

To establish a policy and procedure for the Utah Department of Transportation (Department) and place responsibility for conducting Equal Employment Opportunity (EEO) compliance reviews of contractors and subcontractors.

Policy

Pursuant to the provisions of Section 22(a) of the Federal-Aid Highway Act of 1968, as amended (23 U.S.C. 140 (a)), the Department desiring to avail itself of the benefits of Chapter 1, Title 23, United States Code, and as a condition to obtaining the approval of the Secretary of Transportation of any programs for projects as provided for in Title 23, United States Code, Section 105(a), hereby gives its assurance that employment in connection with all proposed projects approved on or after August 23, 1968, will be provided without regard to race, color, creed, sex, or national origin.

The Department's Central Civil Rights Office will administer the Department's external Equal Employment Opportunity Program. More specifically, and without limiting the above general assurance, the Civil Rights Office will comply with the steps listed in the procedure included with this policy.

Procedures

Equal Employment Opportunity

UDOT 08B-05.1

Responsibility: Central Civil Rights Office

Actions

1. Establish an Equal Opportunity Program that includes a system to determine that contractors and subcontractors comply with equal employment opportunity contract obligations.
2. Establish procedures to guarantee that discrimination in employment on the grounds of race, color, creed, sex, or national origin is not permitted on any projects.
3. Establish affirmative action procedures, including the imposition of contract sanctions and the initiation of appropriate legal proceedings under any applicable Federal or State law to achieve equal employment opportunity on Federal-Aid highway projects.
4. Establish and maintain liaison with public and private sector agencies and organizations that are involved in equal opportunity programs.
 - a) The agencies and organizations include, but are not limited to labor unions, contractor associations, minority group organizations, the U.S. and State Employment Service, and the U.S. and State Department of Labor.
5. Conduct EEO compliance reviews with contractors and subcontractors that are actively working on Department construction projects.
6. Seek the cooperation of labor unions, contractors, appropriate State agencies, and other related organizations in the establishment of skill training programs so that all potential attendees have an equal opportunity to participate in training programs without regard to race, creed, sex, color, or national origin.
7. Include in advertised notifications the equal employment opportunity responsibilities as required by the Federal Highway Administration (FHWA).
8. Furnish reports and information as may be required by the FHWA.
9. Cooperate in all investigations and enforcement actions undertaken by the FHWA.