

ARKANSAS DEPARTMENT OF TRANSPORTATION

LITTLE ROCK, ARKANSAS

July 5, 2023

ADMINISTRATIVE CIRCULAR NO. 2023-07

TO: DIVISION HEADS AND DISTRICT ENGINEERS

SUBJECT: EEO POLICY STATEMENT ON SEXUAL HARASSMENT

In accordance with federal requirements, this is to advise that harassment on the basis of sex is a violation of Section 703 of Title VII of the Civil Rights Act. Under that law, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

It is imperative that all ARDOT employees be assured a working atmosphere free from sexual harassment. Therefore, ARDOT prohibits sexual harassment of its employees in any form.

Any alleged act of discrimination or harassment because of race, color, religion, sex, national origin, age, disability or genetic information should be reported to: Internal EEO Coordinator Isaac Hill, Arkansas Department of Transportation, Civil Rights Division Room 103, 10324 Interstate 30, Little Rock, Arkansas 72209; 501-569-2235 (Voice TTY 711), or by email to Isaac.Hill@ardot.gov.


Lorie H. Tudor, P.E.
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