

Government of Puerto Rico
**DEPARTMENT OF TRANSPORTATION AND PUBLIC WORKS (DTPW)
AND ITS AGENCIES**

Policy Statement
EQUAL OPPORTUNITY

I, Carlos M. Contreras Aponte, Secretary of Transportation and Public Works, hereby reiterate that the policy of this Department, in conforming with the public policy of the Government of Puerto Rico, is to provide equal opportunity to individuals regardless of race, color, religion, gender, gender identity, pregnancy, national origin, age, real or perceived sexual orientation, genetic information, social conditions, political ideologies, veteran, handicapped, HIV status, domestic violence or sexual attacks victims .

Our Affirmative Action Plan will guarantee that the scope of this policy includes the eradication of discrimination for whatever reason expressed beforehand. The design and execution of the requirements needed to establish this policy takes into account the homogeneous characteristics of our people, its cultural background and as well as the nature of operations in this Department. Therefore, the non-detrimental protection we offer will warranty non-discrimination for the reasons stated. We will particularly bear in mind the traditional disadvantages women have had to face in the construction industry, and believe that the successful achievement of EEO goals will develop these human resources to its full capacity to benefit this Department.

We recognize and accept our responsibility in all government transactions and official employment practices (but not limited to) the recruitment, personnel selection and evaluation, employment, transfers, promotions, training, concessions of marginal benefits, salary increments and lay-offs.

I will, therefore, strive to insure the entry and growth of women as well as those groups protected by federal and local laws in our workforce. In order to achieve ultimate effectiveness in this matter, our efforts toward equal opportunity in our Department will be channeled through the goals and timetables in our Affirmative Action Program as a result of the workforce analysis conducted by this Department.

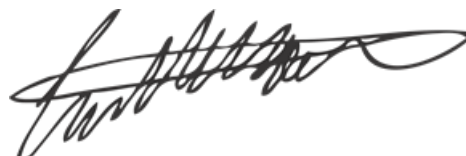
Said program is in accordance with the principles and practices contained in the following Federal mandates: the Civil Rights Act of 1964, (Title VI, Title VII, as amended); Title II of the Genetic Information Act of 2008, as amended; Executive Order 11246, as amended by Executive Order 11375; DOT - FHPM 2-2-2; Circular UMTA C 4704.1- July 26, 1988 (EEO Circular); Rehabilitation Act 1973, Sect. 503; 38 US Code 2012 (Vietnam Era Veterans Readjustment Assistance Act); State mandates comprise the following: Human Resources Administration System of the Commonwealth of PR (Law No. 184 – August 3, 2004); Law No. 13 enacted October 2, 1980 (Puertorrican Veteran Decree); Law No. 100 enacted June 30, 1959 (Prohibition of Employment discrimination); Law No. 69 enacted July 6, 1985 (Prohibition of Employment discrimination due to gender); Executive Order No. 5066 enacted March 8, 1988 (Affirmative Action Plan to guarantee equal employment opportunity for women, Law No. 17 enacted April 22, 1988 (Prohibits Sexual Harassment in the Workplace and Law No. 212 enacted August 3, 1999 (Guarantee Equal Employment Opportunity for Gender), Executive Order No. 2008-57 enacted November 14) and Law 22 enacted May 29, 2013 that establishes the anti-discrimination policy regarding gender identity and sexual orientation. This Department complies with local and federal laws and regulations which prohibit discrimination.

The visitors, applicants and employees may write, call or visit the Department's Civil Rights Office and request information with the appropriate official, pertaining to their rights to file a complaint under Regulation 01-004 approved December 18, 2008 and Personnel Regulation Art.18.4 MBA alleging discrimination.

The Civil Rights Officer of the Department, under the supervision of the Secretary of Transportation and Public Works, is responsible for the general management of the Affirmative Action Program and sees to the compliance of this policy. This designation signifies that among other duties and responsibilities related to the Civil Rights Program, the Civil Rights Officer is invested with the authority to coordinate with the administrators and officials (Area Directors and Heads of Offices) that constitute the Department, those activities established in the Affirmative Action Plan designed to promote Equal Employment Opportunity in this Department.

The officials and directors of this Department are responsible to oversee strict adherence to this policy. Non-compliance, non-cooperation or obstruction of said program will convey penalties.

For further information concerning this policy, contact the DTPW Civil Rights Office; Roberto Sánchez Vilella Government Center, South Building, 16th Floor, Santurce, Puerto Rico / PO Box 42007, San Juan, Puerto Rico 00940-2007; (787) 729-1562, (787) 721-8787 ext. 1740 or 1742, Fax (787) 721-2621.



Carlos M. Contreras Aponte, P.E.
Secretary