Equal Employment Opportunity Policy Statement

As President/Executive Director, I want to inform you of DART’s commitment to the equal employment opportunity policy. DART’s Equal Employment Opportunity (EEO) Policy is designed to support our efforts to provide quality service, enhance efficiency, and cultivate a thriving internal environment that embraces workforce diversity.

DART is committed to providing equal employment opportunity to all persons and will not discriminate on the basis of race, color, creed, religion, national origin, sex, age, disability, genetic information, veteran status, sexual orientation, gender identity, political opinion/affiliation or any other characteristic provided by law. DART will implement its commitment to equal employment opportunity and diversity in all of its employment practices, including but not limited to:

1. Recruitment
2. Selection
3. Promotion
4. Termination
5. Transfers
6. Layoffs/Reduction in force
7. Compensation/Rates of Pay
8. Training (including apprenticeship)
9. Benefits
10. Demotions
11. Recalls
12. Other terms and conditions of employment

A key component of the EEO policy is the commitment to our Affirmative Action Program (AAP) which is intended to assure equal employment opportunity. When workforce underutilization exists, goals and associated timetables will be established as an integral part of the AAP. Through good faith efforts, DART is committed to the successful achievement of these goals which are designed to provide fuller utilization and development of previously underutilized areas. By achieving its EEO goals, DART will maximize the full potential of a diverse workforce and create an inclusive, engaged, and productive workplace which contributes to the Agency’s success.

The Director, Diversity & EEO, represents DART as its EEO Officer and is responsible for the administration of all EEO programs. The Director, Diversity & EEO, is responsible for implementation of programs regarding the Affirmative Action Plan, monitoring efforts, providing related training and processing EEO related complaints. Requests to review DART’s Affirmative Action Plan may be made by writing to the Director, Diversity & EEO, P.O. Box 660163, Dallas, TX 75266.

Managers and supervisors are responsible for ensuring their employment decisions comply with federal and state laws and regulations, DART personnel policies, and DART’s EEO/Affirmative Action Program. DART managers and supervisors share in the responsibility for implementing DART’s EEO program and will be assigned specific tasks to assure compliance is achieved. DART managers and supervisors will be evaluated on the success of DART’s EEO program the same way as their performance on other agency goals is evaluated.

DART has an internal complaint procedure that provides employees with a method to report, and to have investigated, job-related actions that involve alleged discrimination, harassment and retaliation. All employees are expected to cooperate fully during the conduct of such investigations. By law, all employees are protected from coercion, intimidation, retaliation, interference or discrimination for filing a complaint or assisting in an investigation.

**Employees who believe that they have been unlawfully discriminated against, or have witnessed such conduct, may file a complaint directly with the Office of Diversity & Equal Employment Opportunity (EEO), or directly to the EEO reporting line at 214-749-3366.**

External applicants may file complaints of alleged employment discrimination with the respective offices of the Equal Employment Opportunity Commission or the Texas Workforce Commission.

While this document does not constitute an employment contract between DART and its employees, it embodies our endorsement of the principles of equal employment opportunity as a vital element in the Agency’s continued success. In this regard, it is the intent and resolve of DART to fully comply with all applicable laws for establishing and implementing anti-discrimination policies. It is the responsibility of all employees to act in accordance with our equal employment opportunity policy.

Gary C. Thomas,
President/Executive Director