

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

Policy Statement  
**EQUAL OPPORTUNITY**

The Department of Transportation and Public Works (Department) has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, real or perceived sexual orientation, and pregnancy), age, genetic information, social condition, political ideologies, disability, veteran status, HIV status, domestic violence or sexual attack victims, or any other protected class.

The Department's Equal Employment Opportunity (EEO) Policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All Department employees, or applicants have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint alleging discrimination, participates in an employment discrimination proceeding (such as an investigation on lawsuit), or otherwise engages in protected activity, is strictly prohibited, and will not be tolerated.

The Department is committed to providing reasonable accommodation to employees and applicants who need them because of a disability or to practice or observe their religion, absent undue hardship.

As Secretary of the Department of Transportation and Public Works, I will act decisively to ensure equal opportunities, both for women and for members of protected classes, by applicable state and federal laws and regulations.

To ensure the continuity of the daily administration, including the preparation of the program, as well as the monitoring and the investigation of complaints, I have appointed Ms. Yomarie Pacheco Sánchez, Esq., Director of the Civil Rights Office, whom may be contacted through the telephone number (787) 721-8787 X-1740, or through the email address [derechosciviles@dtop.pr.gov](mailto:derechosciviles@dtop.pr.gov), as EEO Officer for the Department. Ms. Pacheco Sánchez will report to me directly and will act with my authority before all levels of management, unions, and employees.

All Department executives, managers, and supervisory personnel, however, share in the responsibility for implementing and monitoring the Department's EEO Policy and Program within the respective areas, and will be assigned specific tasks to ensure compliance is achieved. The Department will evaluate its managers' and supervisor' performance on the successful implementation of the Department's policies and procedures, in the same way that the Department assesses their performance regarding other agency's goals.

The Department of Transportation and Public Works is committed to developing and undertaking a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request, or easily accessed through our official website [https://act.dtop.pr.gov/pdf/civilrights/eoo/eoo\\_program.pdf](https://act.dtop.pr.gov/pdf/civilrights/eoo/eoo_program.pdf).

I am personally committed to a workplace that acts upon its daily responsibility to treat all employees and applicants with dignity and respect, as well as equitability under the guidelines of our EEO Policy and Program.



Eileen M. Vélez Vega, P.E.  
Secretary