HIRING POLICY

POLICY STATEMENT:

The Ohio Department of Transportation (ODOT) is an equal opportunity employer and is committed to providing equal employment opportunity for all qualified persons. It is the policy of ODOT to make any employment-related decisions without regard to race, color, religion, sex, sexual orientation, national origin, disability, age, military status, and genetic information.

The Ohio Department of Transportation’s recruiting, interviewing and hiring activities are conducted to ensure the employment of the best qualified individuals. These activities must be carried out in a manner consistent with the State of Ohio’s commitment to the principles of diversity and affirmative action.

AUTHORITY:

ODOT Affirmative Action Plan
Uniform Guidelines on Employee Selection Procedures
Age Discrimination in Employment Act
Title II of the Genetic Information Nondiscrimination Act
Uniformed Services Employment and Reemployment Rights Act
Executive Order 2011-05K
Americans with Disabilities Act
Title VII of the Civil Rights Act of 1964
Ohio Revised Code 124.27, 124.31, 4112
OCSEA Bargaining Contract Article 17
DAS Directive No. 06-09, Nepotism Policy
**SCOPE:**

This policy is applicable to all Human Resources and Management staff within the ODOT.

**DEFINITIONS:**

None

**FISCAL IMPACT:**

None

**TRAINING:**

The Division of Human Resources offers training to new and existing management personnel involved in the interviewing, selection and hiring process.