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**Chief Legal Counsel &
Equal Opportunity**

Division of
Chief Legal Counsel & Equal Opportunity

Office of Equal Opportunity

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*ODOT is an Equal Opportunity Employer
and Provider of Services*

John R. Kasich
Governor

Jerry Wray
Director

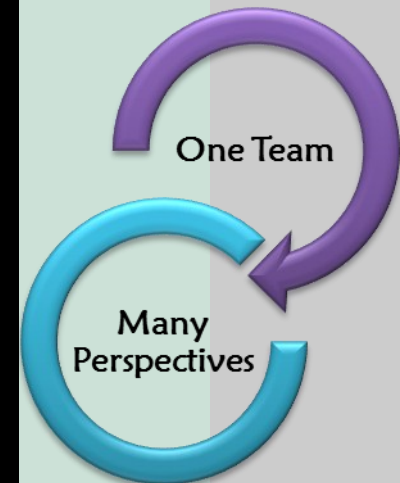
Patrick J. Piccininni
Deputy Director & Chief Legal Counsel



**OHIO DEPARTMENT OF
TRANSPORTATION**



*The Office of
Equal
Opportunity*



The Office of Equal Opportunity is available to assist with:

Reasonable Accommodation

Requests: Requests for reasonable accommodation under the Americans with Disabilities Act (ADA) are handled through our office. If you need assistance performing your job duties, are a qualified person with a disability, and think an accommodation would help you, please contact our office.



Americans with Disabilities Act (ADA):

The Americans with Disabilities Act prohibits discrimination in employment activities based upon an individual's physical, mental, or perceived disability. The Department is committed to complying with the ADA and encourages you to contact the Office of Equal Opportunity with any accommodation requests or concerns.

Training & Technical Assistance:

- Diversity training and workshops
- Recruitment assistance to ensure equal access to employment opportunities within the agency
- Educational activities & outreach events for community organizations
- Anti-Harassment, Anti-Discrimination & Anti-Retaliation workshops and training sessions
- Affirmative Action training sessions, workshops & hiring assistance for managers

Programs & Services: Title VI of the Civil Rights Act of 1964 & its related statutes prohibit discrimination in programs and services based upon race, color, sex, disability, age, low-income status, &/or national origin. The Office of Equal Opportunity provides training sessions, workshops, and outreach events for employees & the community that reinforces our commitment to Equal Opportunity for all people.

Employment Activities: The Department's policy prohibits discrimination in employment activities based upon race, color, national origin, age, religion, sexual orientation, genetic information,

military status, disability and/or gender. OEO provides training sessions, workshops, and outreach events for employees as well as members of the community. Participation in these activities reestablishes our commitment to Equal Opportunity for all employees and potential employees. Additionally, OEO conducts pre-employment screenings.

Enforcement Activities: OEO investigates complaints filed by employees &/or applicants based upon violations of EO & Non-Discrimination Laws. Additionally, OEO investigates complaints filed by community members who feel they have been denied services based upon their membership in a protected class. OEO also ensures compliance through audits and monitoring activity.

Recruitment & Outreach

Programs: Statewide participation in recruitment and outreach events and activities. Including:

- Summer Transportation Institute
- Construction Career Days
- Engineer for a Day Program
- Engineer in Training Program
- Highway Maintenance Worker Apprenticeship Program
- Career Fairs
- Engineering Internship Program
- Middle School Science Fair Program

Please contact The Office of Equal Opportunity and let us know how we may assist you!
