

Revised February 2, 2026

LOUISIANA DEPARTMENT OF TRANSPORTATION AND DEVELOPMENT

SECRETARY'S POLICY AND PROCEDURE MEMORANDUM (PPM) NO. 4

SUBJECT: Equal Employment Opportunity (EEO)


EFFECTIVE DATE: April 5, 1972

INSTRUCTIONS: This memorandum supersedes all other memoranda and manuals.

It is the policy of the Louisiana Department of Transportation and Development (DOTD) to assure equal employment opportunity to all employees and applicants for employment. Equal opportunity will be offered regardless of race, color, religion, sex, national origin, political affiliation, disability, age, or pregnancy. Even beyond the preceding classes codified in federal and state law, DOTD will offer equal opportunity without regard to any non-merit based factors. Equal opportunity applies to all employment practices, including recruitment, employment, compensation, benefits, training, promotions, transfers or assignments, recognition, disciplinary actions, layoffs, and other terminations.

Equal employment opportunity is the law. All employees are required to refrain from any form of discriminatory or harassing behavior. Supervisors are required to practice and promote equal employment opportunity and nondiscrimination in their areas of jurisdiction and are held responsible for any discriminatory or harassing behavior they fail to address appropriately and correct. Any employee who feels this policy has been violated should immediately report the matter to their supervisor, manager, or appointing authority and to the Human Resources/Title VII Specialist.

As Secretary, I hereby reaffirm my commitment to the principles of equal employment opportunity and non-discrimination.

Signed by:  
  
Glenn Ledet, Jr.  
Secretary