

Who we are:

TDOT is a multimodal agency with responsibilities in aviation, public transit, waterways, railroads, and cycling and walking.

The Department of Transportation (TDOT) has close to 4,100 employees statewide with regional facilities in Knoxville, Chattanooga, Nashville, and Jackson. TDOT's headquarters is located in downtown Nashville.

What we do:

The Tennessee Department of Transportation (TDOT) provides citizens and travelers of Tennessee with one of the best transportation systems in the country.

For more information on this position please see job specification link:

<https://agency.governmentjobs.com/tennessee/default.cfm?action=viewclassspec&classSpecID=99977&viewOnly=yes>



Affirmative Action Officer 2

TDOT Headquarter Location

Location: Nashville, TN

Compensation: \$3,896.00/month to \$5,065.00/month

Overview:

The Tennessee Department of Transportation is currently hiring a full-time **Affirmative Action Officer 2** professional for our TDOT Headquarter location in Davidson County. This position will report to the Civil Rights Division which is responsible for the administration of both state and federal programs of nondiscrimination that includes Title VI, Equal Employment Opportunity (EEO)/Affirmative Action (AA), and Small Business Development. The position will mainly be focused on the Equal Employment Opportunity and Affirmative Action concerns as it relates workforce management within TDOT and EEO/AA supplier diversity within TDOT projects.

Responsibilities:

- Administrative and technical management of the Title VI and Title VII (Equal Employment Opportunity / Affirmative Action) federally mandated programs, by leveraging data analytics resources to collect statistical data for workforce and population demographics for analysis and reporting.
- Interprets and explains current Civil Rights laws, rules, regulations, policies, procedures, and documentation for internal and external business partners to facilitate understanding, enhance communications, and ensure compliance .
- Complete subrecipient EEO and Affirmative Action compliance reviews each year, which entails on-site audits;
- Provide oversight of FTA and FHWA program management and contractual prompt payments;
- Advises internal and external business partners on the appropriate application of departmental, state, and federal laws, rules, regulations, guidelines, policies, and procedures for decision making to ensure nondiscrimination compliance;
- Reviews and assists in resolving complaints of discrimination and/or harassment;
- Develops creative initiatives and activities for Diversity or nondiscrimination awareness to promote compliance with Title VI and Title VII laws, rules, and regulations

Qualifications:

- Graduation from an accredited college or university with a bachelor's degree;
- Experience equivalent to five or more years of full-time professional personnel or closely related work including, at least, two years of professional affirmative action/equal opportunity experience.
- Qualifying full-time professional experience in affirmative action/equal opportunity may be substituted for the required education, on a year-for-year basis, to a maximum of four years.

Questions? Email TDOT.Careers@tn.gov

Pursuant to the State of Tennessee's Workplace Discrimination and Harassment policy, the State is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and harassment in the workplace. It is the State's policy to provide an environment free of discrimination and harassment of an individual because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws.