



Rhode Island Department of Revenue  
Office of the Director

**Non-Discrimination Plan for  
July 1, 2025 to June 30, 2026**

**(Reporting for the Period of 7/1/2024 to 6/30/2025)**

**Department of Revenue  
One Capitol Hill  
Providence, RI 02908**

Thomas A. Verdi  
Director

Accepted by: Thomas A. Verdi Date: 2/20/2026  
Director

Approved by: [Signature] Date: 2/26/0  
State Equal Opportunity Office

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## Agency Narrative

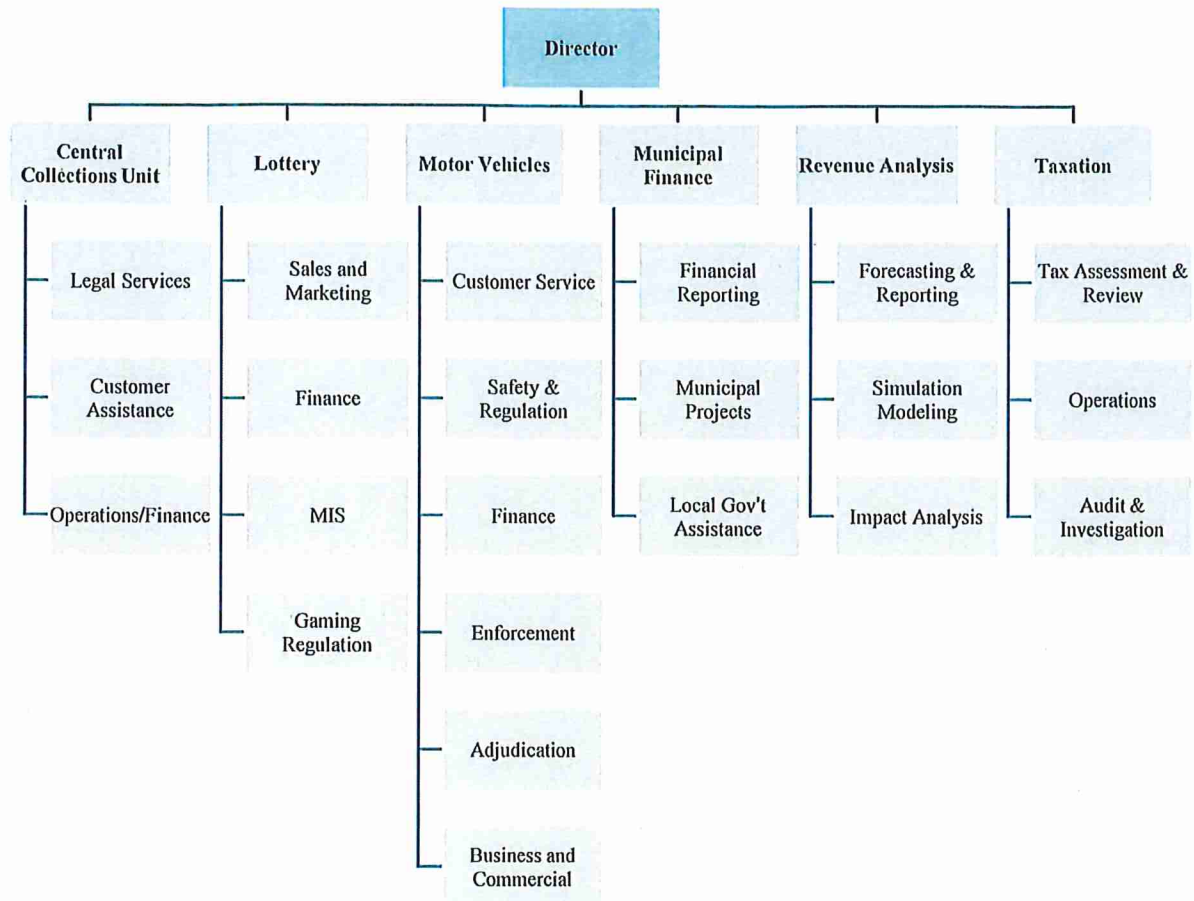
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The Rhode Island Department of Revenue is a cabinet-level state government agency in Rhode Island which is responsible for ensuring the proper functioning of state government through the collection and distribution of state revenue, operation of the state lottery, oversight of municipal finance, and administration of state laws governing driver licensing, motor vehicle sales and motor vehicle registration. The State of Rhode Island Department of Revenue (“DOR”) employs over 600 employees across several key divisions including the Division of Municipal Finance, Division of Motor Vehicles, Office of Revenue Analysis, Central Collections Unit, Lottery, Division of Taxation, and Revenue Director's Office.

The mission of the Department of Revenue is to administer its programs and consistently execute the laws and regulations with integrity and accountability, thereby instilling public confidence in the work performed by the Department. As Department of Revenue employees, we adhere to the highest level of ethical conduct, respect the public trust, and are open, accountable, and responsive to the needs of those we serve. We avoid the appearance of impropriety and do not use our position for personal gain or advantage.

# Organizational Chart

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## **DEPARTMENT OF REVENUE STATEMENT ON NON-DISCRIMINATION**

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It is the policy of this department to promote fair and equitable treatment of all employees and applicants, and to fully comply with federal and state law. Therefore, the Department will strive to ensure that all employees adhere to the following directives.

The Department of Revenue supports non-discrimination and fairness. The Department of Revenue pledges that it will post all vacancies, including transfers, and will recruit, hire, train, and promote persons in all job classifications without regard to race, color, sex, religion, sexual orientation, gender identity or expression, age, national origin, disability, or veteran status.

All employees and applicants have a right to equal consideration and non-discrimination in all terms, conditions, or privileges of employment, including but not limited to; recruitment, hiring, certification, appointments, working conditions, work assignments, promotions, benefits, compensation, training, transfers, layoffs, recall from layoffs, disciplinary actions, terminations, demotions, or requests for leave. The Department will not discriminate against such requests based on race, color, religion, age, sex, national origin, disability, veteran status, sexual orientation, or gender identity or expression. The Department is committed to employ qualified members of both protected and non-protected groups.

All employees have a right to a workplace free from harassment by supervisors or co-workers based on race, color, sex, sexual orientation, gender identity or expression, religion, national origin, age, disability, or any other protected status. Harassment is defined as verbal or physical conduct, interfering with an individual's work performance, or creating an intimidating, hostile, or offensive working environment.

Sexual harassment includes unwanted verbal or physical conduct of a sexual nature as well as sexual advances or requests for sexual favors. Any form of harassment is unlawful, lowers the morale and efficiency of the employees, and will not be tolerated.

Employees and applicants have a right to reasonable accommodations based on disability. Such accommodations include but are not limited to, making facilities accessible, job restructuring, and acquisition of special equipment.

The Americans with Disabilities Act/504 Coordinator for the Department of Revenue will identify those classes of individuals which are underrepresented in our workforce, set goals and timetables for increasing our employment of those underrepresented groups in a lawful and nondiscriminatory manner, and implement a Non-Discrimination Plan of outreach, recruitment, training, and other similarly designed programs.

The Division of Equity, Diversity & Inclusion (DEDI) / Equal Opportunity Office (EOO) Administrator is responsible for ensuring that the program is coordinated within the Department of Revenue.

As the Director of the Department of Revenue, I assume the responsibility for ensuring that this equal Non-Discrimination policy will be carried out within the Department.



\_\_\_\_\_, Director

Date: 2/20/2024

Department of Revenue

## ***POLICY ON SERVICE DELIVERY***

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The Department is committed to providing fair, courteous, and equitable service to the public. The Department will make every effort to provide interpretive services to the non-English speaking public. As per Rhode Island General Law 28-5.1 of the State of Rhode Island, all Divisions of the Department of Revenue shall render services to all persons without discrimination based on race, color, religion, sex, age, national origin, sexual orientation, gender identity or expression, or disability. Each Division is further responsible for making sure that discrimination does not exist in any programs and activities it assists. This includes grants, contracts, and all areas when the state dollars are spent.

If any person feels that he/she has been discriminated against, he/she may contact the Division of Equity, Diversity and Inclusion (DEDI)/State Equal Opportunity Office, One Capitol Hill, Providence, Rhode Island 02908-5865. The telephone number is 401-222-3090 or [eeo.compliance@doa.ri.gov](mailto:eeo.compliance@doa.ri.gov).

Thomas A. Verdi, Director

Date: 2/20/2024

Department of Revenue

## ***POLICY ON CONTRACTS***

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In accordance with Rhode Island General Law 28-5.1, the Department of Revenue shall require that all contractors and suppliers of goods and services sign contracts containing an Equal Opportunity Clause. The clause shall state that the parties agree to adhere to the provisions of all applicable laws, rules and regulations, both State and Federal, including, but not limited to Rhode Island General Law 28-5.1, Title VII of the Civil Rights Act of 1964, Rehabilitation Act of 1973 and Executive Orders 11246, 11625 and 11375. Every effort will be made to solicit bids from Minority Business Enterprises (MBE), Women's Business Enterprises (WBE), Disadvantaged Business Enterprises (DBE), Veterans Business Enterprises (VBE). This policy is and will continue to be posted in conspicuous areas.

Thomas A. Verdi, Director

Date: 2/20/2026

Department of Revenue

## ***POLICY STATEMENT FOR INDIVIDUALS WITH DISABILITIES AND VETERANS***

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The Department of Revenue is fully committed to employ and advance individuals with disabilities and veterans in accordance with the Americans with Disabilities Act of 1990, RI General Laws Title 28, Chapter 5.1, Executive Order 92-2 and the Vietnam Era Veterans Readjustment Assistance Act of 1974.

It is the policy and practice of the Department of Revenue to provide equal consideration for every employee. The Department encourages qualified individuals with disabilities, disabled veterans and qualified veterans to participate fully in all employment opportunities. This policy applies to all decisions about recruitment, hiring, compensation, benefits, transfers, promotions, layoffs and other conditions of employment.

Accordingly, all employment decisions shall be consistent with the principles of fairness.

Thomas Mannoek of the Division of Human Resources is designated as the 504 Coordinator for the Department of Revenue. This entails coordination of all divisions in the implementation of all Federal rules and regulations affecting the Department in terms of compliance with the mandates of Section 504 of Title V of the Rehabilitation Act of 1973.

Thomas A. Mannoek, Director

Date: 2/20/2026

Department of Revenue

**COMPLIANCE WITH GUIDELINES ON DISCRIMINATION BECAUSE OF RELIGION OR NATIONAL ORIGIN**

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The Department will fully comply with all laws. The Department will strive to fulfill requests for religious accommodation through voluntary substitutions, flexible work schedules, changes in job assignments, or transfers. The Department offers employees four "personal days" of paid leave per year that may be used for accommodating religious holidays or obligations.

The Department does not discriminate against any qualified person in any facet of hiring or employment because of their religion or national origin.

Thomas A. Mannoek, Director

Date: 2/20/2026

Department of Revenue

**RETALIATION OR COERCION STATEMENT**

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An employee or agent of the Department of Revenue who shall discriminate against an individual through the use of retaliation, coercion, intimidation, threats or other such action because such individual has filed a complaint, testified or participated in any way in any investigation proceeding or hearing regarding discrimination in employment or public service or because such individual has opposed any act made unlawful under the Americans with Disabilities Act (ADA) of 1990 or Rhode Island Fair Employment Practices Act or any rules and regulations issued pursuant to either, shall be subject to disciplinary action. Said action may include suspension from employment or dismissal where the discrimination is found to be willful or repeated.

Thomas A. Mannoek, Director

Date: 2/20/2026

Department of Revenue

## *COMPLIANCE WITH SEX DISCRIMINATION GUIDELINES*

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In our efforts to comply with federal and state laws on discrimination based on sex, the Department of Revenue will comply with the following procedures and practices:

1. Candidates from both sexes will be recruited for all jobs.
2. Advertisements will not express a preference for applicants of a particular sex when placed for recruitment of personnel.
3. No distinction based on sex will be made in employment opportunities, wages, and hours of work, employee benefits, or any other condition of employment.
4. Mandatory or optional ages for retirement will be equal for both males and females.
5. Appropriate physical facilities will be provided for both sexes. Lack of facilities will not be used to reject applicants of either sex.
6. Pregnancy leaves of absence for female employees are granted on an individual basis, depending on an individual's physical condition, under the Department's leave of absence policy. Parental leave is afforded to all employees for the purpose of child raising in accordance with Personnel Rule 5.0661 (d) and State and Federal parental, family and medical leave provisions.
7. Where seniority lists or lines of progression are used, they shall not be based on an employee's sex.
8. Salaries and wage schedules will not be based on an employee's sex.
9. All employees, regardless of their sex, will have equal opportunity to participate in training programs sponsored by the Department.
10. The Department recognizes its obligation to provide a work atmosphere free of harassment and intimidation. Any forms of sexual harassment, such as unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature, will not be tolerated. Violations of this policy will be handled appropriately as part of the Department's disciplinary procedures and its posted policy in support of the federal guidelines on sexual harassment.



\_\_\_\_\_, Director

Date: 2/20/2026

Department of Revenue

## ***AMERICANS WITH DISABILITIES/504 COMPLAINT PROCEDURE***

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The Department of Revenue provides prompt and equitable resolution of complaints alleging any action prohibited by the Americans with Disabilities Act of 1990.

Complaints should be addressed to Thomas Mannock of the Division of Human Resources, who has been designated to coordinate ADA/504 Compliance efforts on behalf of the Department.

A complaint may be made in writing or verbally. It should contain the name and address of the person filing the complaint and a brief description of the alleged violation(s).

A complaint should be filed within three (3) business days after the complainant becomes aware of the alleged violation.

An investigation, as may be appropriate, will follow the filing of a complaint. The investigation will be conducted by Thomas Mannock. These rules contemplate informal but thorough investigations affording all interested persons and their representatives, if any, an opportunity to submit evidence relevant to a complaint.

A written determination as to the validity of the complaint and a description of the resolution, if any, will be issued by Thomas Mannock and a copy forwarded to the complainant.

The ADA/504 Coordinator will maintain the files and records relating to the complaints filed in accordance with the Division of Human Resources' records retention policy.

*Thomas A. Kelle*

\_\_\_\_\_, Director

Date: 2/20/2026

Department of Revenue

## Program Statistics

APPLICATION DATA- \* Based on self-identification during the application process 7/1/24-6/30/25

Classification Title	Position Number	EEO Job Category	Union	Non-Union	List	No List	Applicants					Pay Grade
							White Male	Minority	Female	Disabled	Veterans	
ASSISTANT CHIEF REVENUE AGENT	2552-10000-80370, 80249 (2 pos)	EEO1-Professionals	1		1		3	5	15	3	0	136A
ASSISTANT TAX SECTION CHIEF	2554-10000-80144	EEO1-Professionals	1		1		4	1	6	0	0	136A
ASSISTANT CONTROLLER-LOTTERY	259590108-14	EEO1-Professionals		1	1		5	3	16	3	1	824J
ASSISTANT TAX SECTION CHIEF (TAXATION)	2554-10000-80144	EEO1-Professionals	1		1		4	1	6	0	0	00140A
CASINO COMPLIANCE REPRESENTATIVE	259590101-917, 259590101-9-11, 259590102-7 (3 pos)	EEO4-Technicians		1	1		71	26	57	12	15	825J
CASINO GAMING OPERATIONS INVESTIGATOR	70115	EEO4-Protective Service Workers		1	1		32	14	13	3	4	826J
CASINO SECURITY INSPECTOR	259590101-25 & 27 (2 pos)	EEO4-Professionals		1	1		37	16	22	5	4	827JA
CASINO SECURITY INSPECTOR	259590102-11	EEO4-Professionals		1	1		33	11	10	12	11	827J
CASINO SENIOR COMPLIANCE SUPERVISOR	0259590102-25	EEO4-Professionals		1	1		20	10	18	2	2	834JA
CHIEF OF LEGAL SERVICES	2550-10000-80038	EEO4-Professionals		1	1		20	10	18	0	1	00141A
CHIEF PROGRAM DEVELOPMENT (DIW)	2556-10000-2119	EEO4-Officials & Administrators	1		1		13	4	21	2	2	00134A
DATA ENTRY OPERATOR - TAXATION (SEASONAL)	2551-10000-(24pos)	EEO4-Administrative Support	1		1		12	10	47	6	2	216H
FIELD REPRESENTATIVE	25959010001-87	EEO4-Technicians	1		1		30	8	37	3	1	822JA
IMPLEMENTATION AIDE (DOR)	2510-10000-27	EEO4-Paraprofessionals		1	1		16	9	62	7	2	122A
IMPLEMENTATION AIDE (TAXATION)	2550-10000-80070	EEO4-Paraprofessionals		1	1		14	6	38	4	0	00122A
INFORMATION TECHNOLOGY SECURITY MANAGER	259590102-20	EEO4-Professionals		1	1		9	5	3	1	3	829J
INSTANT TICKET DEVELOPMENT SUPERVISOR	259590100-157	EEO4-Professionals		1	1		19	9	20	2	2	827JA
INTERDEPARTMENTAL PROJECT MANAGER	2556-1000-2204	EEO4-Professionals		1	1		19	8	37	4	5	0139A
MANAGER MARKETING, AGENT LICENSES &	259590108-12-70311 & 259590108-0015-71653 (2 pos)	EEO4-Professionals		1	1		20	5	24	1	2	834JA
MOTOR VEHICLE APPEALS OFFICER	2556-10000-01276, 2556-100700-93, 2556-10000-1771 (3 pos)	EEO4-Professionals	1		1		84	54	219	21	24	00327A
MOTOR VEHICLE OPERATOR EXAMINER	2556-10000-2151 & 2556-10000-2153 (2 pos)	EEO4-Technicians	1		1		75	44	124	11	11	321A
PRINCIPAL PROGRAM ANALYST	2530-10200-41	EEO4-Professionals	1		1		18	8	16	3	0	0328A
PROGRAMMING SERVICE OFFICER	2553-10000-80243	EEO1-Professionals		1	1		20	4	30	5	2	0131A
PROJECT COORDINATOR	259590108-13	EEO1-Officials & Managers		1	1		28	7	36	3	6	831JA
REVENUE OFFICER I (TAXATION)	2552-10000 80309, 80144, 80359, 80345, 80359, 80354, 80364, 80362, 80333, 80365, 80339, 80353, 80369, 80371, 80351, 80353, 80364	EEO4-Professionals	1		1		97	68	209	12	18	323A
SEASONAL SUMMER INTERN	2586-10000-16	EEO1-Professionals		1	1		1	0	2	0	0	0268H
SENIOR MOTOR VEHICLE INVESTIGATOR	2556-1000-2250	EEO4-Technicians	1		1		43	11	24	0	9	321A
SENIOR TAX AUDITOR (TAXATION)	2553-10000-80185	EEO4-Professionals	1		1		3	1	7	1	0	330A
SENIOR TELLER	2556-10000-2195	EEO4-Administrative Support	1		1		11	9	66	3	0	00318A
SOFTWARE SUPPORT SPECIALIST	259590100-154	EEO4-Technicians	1		1		8	19	8	3	4	833JA
SUPERVISOR REVENUE OFFICE	2552-10000-80187	EEO4-Professionals	1		1		2	1	6	0	1	03327A
TAX AIDE I	2554-10000-80241, 80248, 80240, 80242, 80245, 80156, 80247, 80238, 80517, 80133 (10 pos)	EEO4-Administrative Support	1		1		26	17	79	3	4	00318A
TAX AUDITOR I (TAXATION)	2553-10000-80240, 80242, 80245, 80156, 80247, 80238, 80157 (7 pos)	EEO4-Professionals	1		1		38	35	97	0	8	00326A
TAX AUDITOR II (TAXATION)	2554-10000-80133	EEO4-Professionals	1		1		1	0	1	0	1	00328A
TAX INVESTIGATOR	2550-10000-80021, 80244 (2 pos)	EEO4-Paraprofessionals	1		1		23	6	13	1	6	323A
TAX RETURN PROCESSING OPERATOR I (TAXATION)	2551-10000-80455	EEO1-Administrative Support	1		1		3	5	25	1	0	00316A
TAXPAYER ASSISTANCE REPRESENTATIVE	2551-10000-80363, 80361, 80368, 80367, 80366, 80368, 80343, 80345 (8 pos)	EEO4-Paraprofessionals	1		1		56	37	158	19	11	318A
TAXPAYER ASSISTANCE REPRESENTATIVE SUPERVISOR	2552-10000-80358	EEO1-Professionals	1		1		5	2	11	0	1	00828A
TAXPAYER SERVICE SPECIALIST	2554-10000-80246	EEO4-Professionals	1		1		25	9	35	5	3	00323A
Totals			23	16	39	0	948	498	1636	161	166	

EEO Category

- A - Officials/Managers/Administrators
- B - Professionals
- C - Technicians
- CF - Faculty
- D - Protective Services

- E - Paraprofessionals
- F - Administrative Support
- G - Skilled Craft
- H - Service Maintenance

Race/Ethnic Code

- 1 - Black or African American (Not Hispanic or Latino)
- 2 - Hispanic or Latino
- 3 - American Indian or Alaska Native (Not Hispanic or Latino)
- 4 - Asian (Not Hispanic or Latino)
- 5 - White (Not Hispanic or Latino)
- 6 - Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)
- 7 - Two or More Races (Not Hispanic or Latino)

**NON-DISCRIMINATION STATISTICAL SUMMARY**

Agency Mapped Name	EEO Job Category	Filled Positions
Revenue	Administrative Support	118
	Officials/Administrators	73
	Paraprofessionals	54
	Professionals	203
	Protective Services	0
	Service Maintenance	2
	Skilled Craft	0
	Technicians	60
	<b>Total</b>	<b>510</b>

Gender	Race/Ethnicity Full	Female														Total									
		1: Black		2: Hispanic/Latino		3: American Indian or Alaska Native		4: Asian		5: White		6: Native Hawaiian or Pacific Islander		7: Two or More		Filled P	%GT								
Agency Map	EEO-4 JOB CATEGORIES	Filled	%RT	%GT	Filled	%RT	%GT	Filled	%RT	%GT	Filled	%RT	%GT	Filled	%RT	%GT	Filled	%RT	%GT						
Revenue	Administrative Support	16	0.13593	0.031973	10	0.084746	0.019608	0	0	0	3	0.025424	0.005882	63	0.533958	0.123529	0	0	0	8	0.067797	0.016656	160	0.847459	0.196078
	Officials/Administrators	1	0.013699	0.001951	8	0.109359	0.015666	0	0	0	2	0.027397	0.003922	22	0.30137	0.043137	0	0	0	0	0	0	33	0.451055	0.064706
	Paraprofessionals	4	0.074974	0.007843	8	0.148148	0.015699	0	0	0	2	0.037037	0.003922	22	0.407407	0.043137	1	0.018519	0.001951	0	0	0	37	0.689165	0.072549
	Professionals	7	0.034463	0.013725	14	0.065995	0.027451	2	0.009852	0.003922	4	0.019704	0.007843	71	0.349754	0.139216	0	0	0	3	0.014778	0.005882	161	0.497537	0.196039
	Protective Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Service Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Technicians	0	0	0	2	0.033333	0.003922	0	0	0	2	0.033333	0.003922	12	0.2	0.023529	0	0	0	0	0	0	16	0.266667	0.031373
	<b>Total</b>	<b>28</b>	<b>0.054902</b>	<b>0.054902</b>	<b>42</b>	<b>0.081359</b>	<b>0.032353</b>	<b>2</b>	<b>0.003922</b>	<b>0.003922</b>	<b>13</b>	<b>0.025419</b>	<b>0.025419</b>	<b>150</b>	<b>0.372519</b>	<b>0.372519</b>	<b>1</b>	<b>0.001861</b>	<b>0.001861</b>	<b>11</b>	<b>0.021569</b>	<b>0.021569</b>	<b>287</b>	<b>0.582745</b>	<b>0.582745</b>
<b>Total</b>		<b>28</b>	<b>0.054902</b>	<b>0.054902</b>	<b>42</b>	<b>0.081359</b>	<b>0.032353</b>	<b>2</b>	<b>0.003922</b>	<b>0.003922</b>	<b>13</b>	<b>0.025419</b>	<b>0.025419</b>	<b>150</b>	<b>0.372519</b>	<b>0.372519</b>	<b>1</b>	<b>0.001861</b>	<b>0.001861</b>	<b>11</b>	<b>0.021569</b>	<b>0.021569</b>	<b>287</b>	<b>0.582745</b>	<b>0.582745</b>

Applied filters: Race/Ethnicity Full is not blank; Pay Period is 6/27/2025; Classification Code: Name is (0); Unclassified Titles, (02); Permanent Classified Titles, or (05); Statutory Titles; Agency Mapped Name is Revenue; Hire Date is before 6/28/2025; EEO Job Category is not UNDEFINED

Gender	Race/Ethnicity Full	Male														Total												
		1: Black		2: Hispanic/Latino		3: American Indian or Alaska Native		4: Asian		5: White		6: Native Hawaiian or Pacific Islander		7: Two or More		Filled P	%GT											
Agency Map	EEO-4 JOB CATEGORIES	Filled	%RT	%GT	Filled	%RT	%GT	Filled	%RT	%GT	Filled	%RT	%GT	Filled	%RT	%GT	Filled	%RT	%GT									
Revenue	Administrative Support	1	0.093475	0.001951	0	0	0	0	0	0	1	0.093475	0.001951	16	0.135933	0.031373	0	0	0	0	0	0	16	0.152542	0.035294	110	1	0.231373
	Officials/Administrators	2	0.027397	0.003922	1	0.013699	0.001951	0	0	0	2	0.027397	0.003922	35	0.479452	0.056627	0	0	0	0	0	0	40	0.547945	0.078031	73	1	0.143137
	Paraprofessionals	0	0	0	3	0.055556	0.005882	0	0	0	1	0.018519	0.001951	13	0.240741	0.025419	0	0	0	0	0	0	17	0.314015	0.033333	54	1	0.105882
	Professionals	14	0.065566	0.027451	9	0.044335	0.017647	1	0.004926	0.001951	3	0.014778	0.005882	74	0.364532	0.145993	0	0	0	1	0.001926	0.001951	102	0.502463	0.2	203	1	0.398039
	Protective Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Service Maintenance	0	0	0	1	0.5	0.001951	0	0	0	0	0	0	1	0.5	0.001951	0	0	0	0	0	0	2	1	0.003922	2	1	0.603922
	Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Technicians	3	0.05	0.005592	6	0.1	0.017665	0	0	0	1	0.016567	0.001951	34	0.566667	0.066667	0	0	0	0	0	0	44	0.733333	0.066275	60	1	0.117647
	<b>Total</b>	<b>20</b>	<b>0.039216</b>	<b>0.039216</b>	<b>20</b>	<b>0.039216</b>	<b>0.039216</b>	<b>1</b>	<b>0.001951</b>	<b>0.001951</b>	<b>8</b>	<b>0.015686</b>	<b>0.015686</b>	<b>173</b>	<b>0.339216</b>	<b>0.339216</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0.001951</b>	<b>0.001951</b>	<b>223</b>	<b>0.437255</b>	<b>0.437255</b>	<b>510</b>	<b>1</b>	<b>1</b>
<b>Total</b>		<b>20</b>	<b>0.039216</b>	<b>0.039216</b>	<b>20</b>	<b>0.039216</b>	<b>0.039216</b>	<b>1</b>	<b>0.001951</b>	<b>0.001951</b>	<b>8</b>	<b>0.015686</b>	<b>0.015686</b>	<b>173</b>	<b>0.339216</b>	<b>0.339216</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0.001951</b>	<b>0.001951</b>	<b>223</b>	<b>0.437255</b>	<b>0.437255</b>	<b>510</b>	<b>1</b>	<b>1</b>

**APPLICANTS & HIRES DATA BY EEO JOB CATEGORY\***

**7/1/2024 – 6/30/2025**

**APPLICANTS & HIRES DATA BY EEO JOB CATEGORY  
07/01/2024 - 06/30/2025**

	TOTAL CANDIDATES	FEMALE							MALE							**DISABLED	VETERAN
		BLACK OR AFRICAN AMERICAN (NHL*)	HISPANIC OR LATINO	ASIAN (NHL*)	AMERICAN INDIAN OR ALASKA NATIVE (NHL*)	WHITE (NHL*)	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDERS (NHL*)	TWO OR MORE RACES (NHL*)	BLACK OR AFRICAN AMERICAN (NHL*)	HISPANIC OR LATINO	ASIAN (NHL*)	AMERICAN INDIAN OR ALASKA NATIVE (NHL*)	WHITE (NHL*)	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDERS (NHL*)	TWO OR MORE RACES (NHL*)		
<b>APPLICANTS</b>																	
Administrative Support	310	28	53	14	2	97	0	23	8	16	11	1	52	0	5	13	6
Officials/Administrators	100	3	6	3	0	43	0	2	3	2	3	0	41	0	3	5	8
Paraprofessionals	438	23	79	13	1	154	0	21	14	18	11	0	169	0	15	31	19
Professionals	1581	84	217	30	4	406	5	82	91	102	28	9	487	0	36	80	89
Protective Services	50	0	1	0	0	8	0	4	4	5	1	1	32	0	3	3	4
Service Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	706	23	50	14	2	172	1	28	35	38	17	4	305	0	17	26	54
<b>TOTAL</b>	<b>2401</b>	<b>161</b>	<b>406</b>	<b>74</b>	<b>0</b>	<b>118</b>	<b>6</b>	<b>160</b>	<b>155</b>	<b>181</b>	<b>11</b>	<b>15</b>	<b>1026</b>	<b>0</b>	<b>70</b>	<b>158</b>	<b>180</b>
<b>HIRES</b>																	
Administrative Support	27	3	2	3	0	14	0	2	0	0	0	0	2	0	1	2	0
Officials/Administrators	3	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Paraprofessionals	0	1	2	1	0	2	0	0	0	2	0	0	1	0	0	0	1
Professionals	44	2	3	0	0	6	0	0	7	3	0	0	33	0	0	0	2
Protective Services	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	10	0	0	0	0	6	0	0	0	1	0	0	2	0	1	1	2
<b>TOTAL</b>	<b>04</b>	<b>6</b>	<b>8</b>	<b>4</b>	<b>0</b>	<b>28</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>31</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>5</b>

\*Based on applicant and employee self-identification

\*\* Include disabled in appropriate job categories

**PROMOTION & TERMINATION DATA BY EEO JOB CATEGORY\***

07/01/2024 - 06/30/2025

TOTAL EMPLOYEES	BLACK OR AFRICAN AMERICAN (NHL*)	HISPANIC OR LATINO	ASIAN (NHL*)	AMERICAN INDIAN OR ALASKA NATIVE (NHL*)	WHITE (NHL*)	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDERS (NHL*)	TWO OR MORE RACES (NHL*)	DISABLED	VETERANS
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**PROMOTION- Transfer & Appointment**

OFFICIALS/ADMINISTRATORS	1	0	1	0	0	0	0	0	0	0
PROFESSIONALS	25	7	3	0	0	13	0	0	2	0
TECHNICIANS	6	0	0	1	0	3	0	0	2	0
FACULTY	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SERVICES	1	0	0	0	0	1	0	0	0	0
PARA-PROFESSIONALS	6	1	1	0	0	4	0	0	0	0
ADMINISTRATIVE SUPPORT	3	1	0	1	0	1	0	0	0	0
SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0
SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>42</b>	<b>9</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>

**TERMINATION**

OFFICIALS/ADMINISTRATORS	1	0	0	0	1	0	0	0	0	0
PROFESSIONALS	8	3	1	0	0	4	0	0	0	0
TECHNICIANS	2	1	0	0	0	1	0	0	0	0
FACULTY	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SERVICES	0	0	0	0	0	0	0	0	0	0
PARA-PROFESSIONALS	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0
SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>11</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\*Based on applicant and employee self-identification

\*\* Include disabled in appropriate job categories

# ANNUAL NON-DISCRIMINATION ACTION STATISTICAL SUMMARY

Agency:		DCS		DATE:		July 1, 2021 - June 30, 2025																													
EEO Job Categories	Total Employees	Total Unions	%	Male													Female													Total Filled positions	Total Female				
				1 Black (HHL)	2 Hispanic or Latino	3 AI/PI (HHL)	4 Asian (HHL)	5 White (HHL)	6 HHO PI (HHL)	7 Two or More	% Total Filled positions	Total Male filled	1 Black (HHL)	2 Hispanic or Latino	3 AI/PI (HHL)	4 Asian (HHL)	5 White (HHL)	6 HHO PI (HHL)	7 Two or More	% Total Filled positions															
Administrative Support	118	42	35%	1	1%	0	0%	0	0%	1	1%	16	14%	0	0%	0	0%	17%	33	16	14%	10	8%	0	0%	3	3%	63	53%	0	0%	8	100%	82.93%	100
Officials/Managers, Administrators	73	15	21%	2	3%	1	1%	0	0%	2	3%	35	48%	0	0%	0	0%	57%	43	1	94%	8	85%	0	0%	2	75%	22	79%	0	0%	0	0%	43%	33
Para-Professionals	54	15	28%	0	0%	3	6%	1	2%	0	0%	13	24%	0	0%	0	0%	39%	17	4	7%	8	15%	0	0%	2	4%	22	41%	1	2%	0	0%	60.66%	37
Professionals	203	61	30%	14	7%	9	4%	1	0%	3	1%	74	36%	0	0%	1	0%	46%	102	7	3%	14	7%	2	1%	4	2%	71	35%	0	0%	3	80%	54.50%	101
Protective Services	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0%	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Service Maintenance	2	1	50%	0	1%	1	50%	0	0%	0	0%	1	50%	0	0%	0	0%	100%	2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Skilled Craft	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	100%	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Technicians	60	12	20%	3	5%	6	10%	0	0%	1	2%	34	57%	0	0%	0	0%	78%	44	0	0%	2	3%	0	0%	2	3%	12	20%	0	0%	0	0%	22.45%	16
<b>GRAND TOTAL</b>	<b>510</b>	<b>42</b>	<b>8%</b>	<b>1</b>	<b>2%</b>	<b>0</b>	<b>2%</b>	<b>0</b>	<b>3%</b>	<b>1</b>	<b>4%</b>	<b>16</b>	<b>46%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>18%</b>	<b>43%</b>	<b>223</b>	<b>23</b>	<b>62%</b>	<b>42</b>	<b>72%</b>	<b>2</b>	<b>67%</b>	<b>13</b>	<b>57%</b>	<b>190</b>	<b>52%</b>	<b>1</b>	<b>0%</b>	<b>11</b>	<b>2%</b>	<b>56.69%</b>	<b>287</b>

NOTE: 12% mean of Hispanic or Latino

**Race/Ethnic Code:**  
 1 - Black or African American (H&H Hispanic or Latino)  
 2 - Hispanic or Latino  
 3 - American Indian or Alaska Native (H&H Hispanic or Latino)  
 4 - Asian (H&H Hispanic or Latino)  
 5 - White (H&H Hispanic or Latino)  
 6 - Native Hawaiian or Other Pacific Islander (H&H Hispanic or Latino)  
 7 - Two or More Races (H&H Hispanic or Latino)

## AGENCY DATA OVERVIEW

The Department of Revenue is composed of many divisions that deal individually with the hiring process.

For the analysis of hires, promotions, and terminations, please refer to the tables in the “Agency Data Overview.” Please note: the promotions listed above only reflect promotions as a result of recruitment to vacancies. The data does not reflect promotions resulting from the reallocation (desk audit) process. In addition, it is important to note that EEO codes are assigned by job category, not pay grades.

### EMPLOYMENT RECRUITMENT AND SELECTION PROCESS

The Department’s hiring managers are responsible for making every effort to consider all qualified applicants during the hiring process. The State of Rhode Island has implemented an Enterprise Resource Planning (ERP) system and Rhode Island Careers online recruitment system, which significantly enhanced the efficiency of the state's hiring process.

The agency will continue to work closely with DEDI and the hiring departments to conduct outreach and advertising that reaches all communities. This is an effort that is conducted in parallel with all the other general supports and outreach provided through the Department.

### POSTING OF POSITIONS

The current posting period is a minimum of and most commonly ten (10) calendar days, although some positions are posted for longer periods. Where flexibility exists, the Department routinely posts positions for a longer period of time to increase applicant response and to increase the size of the applicant pool. Postings are available to the general public via the [Rhode Island Careers](#) website, but organizations may also register on [Rhode Island Careers](#) for notification of job opportunities. The Department may also post position vacancies online through alternative job advertising channels, such as job aggregators and general job boards. The agency also reaches out to college and university recruitment offices. The Division of Human Resources and DEDI participate in numerous job fairs each year to ensure that graduating seniors, as well as members of the public, are aware of the vast array of opportunities within the State government.

### TECHNICAL TRAINING

Pursuant to RIGL [28-5.1-2 \(b\)](#), the department requires all new and existing state employees to complete the Discrimination and Sexual Harassment training, which is facilitated by the Division of Equity, Diversity, and Inclusion. Pursuant to RIGL [42-11-2.7](#), the department requires all new and existing state employees to complete Cultural Competency training, which is facilitated by the Division of Equity, Diversity, and Inclusion. The department requires all employees to complete the Safety & Security in the Workplace modules available through the Rhode Island Learning Center – Workday system.

### TRANSFER AND PROMOTION PRACTICES

Employees who wish to enhance their work potential can participate in additional training programs offered through the Office of Learning and Development. Learning opportunities are available to assist employees with acquiring new skills and knowledge to aid them in advancement. Management should encourage employees wishing to improve their education and skills to participate in these programs

and, whenever possible, units should fund job related training courses. The agency will encourage the training of personnel within the agency by the development of approved training courses and programs or, if such is not feasible, Department of Revenue will encourage employees to enroll in approved job-related courses at institutions of higher learning.

The Office of Learning and Development, through the Rhode Island Learning Center provides training courses for state employees to improve skills. Information on Learning and Development opportunities can be obtained from the Division of Human Resources. The State must also adhere to any processes for transfers and promotions detailed in its collective bargaining agreements.

### **TECHNICAL COMPLIANCE**

The Department of Revenue ensures compliance with applicable federal and state posting requirements.

### **TERMINATIONS**

Employees terminate from service for various reasons, including, but not limited to, retirement, voluntary resignations, and involuntary terminations. The Department of [INSERT AGENCY] carefully considers the facts surrounding all involuntary separations from service and ensures that such separations are reasonable, fair, and unbiased. All terminating/transferring employees have the option of an Exit Interview with the DEDI/State Equal Opportunity Office.

## APPENDIX

### DESCRIPTION OF JOB CATEGORIES

#### ***OFFICIALS AND ADMINISTRATORS:***

Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies or direct individual departments or social phases of the agency's operations or provide specialized consultation on a regional, district or area basis. Includes: Department heads, Bureau Chiefs, Division Chiefs, Directors, Deputy Directors, Controllers, Wardens, Superintendents, Sheriffs, Police and Fire Chiefs and Inspectors, Examiners (Bank, Hearing, Motor Vehicle, Warehouse), Inspectors (Construction, Building, Safety, Rent-and- Housing, Fire, A.B.C. Board, License, Dairy, Livestock, Transportation), Assessors, Tax Appraisers and Investigators, Coroners, Farm Managers and kindred workers.

#### ***PROFESSIONALS:***

Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and Labor Relations workers, Social Workers, Doctors, Psychologists, Registered Nurses, Economists, Dieticians, Lawyers, Systems Analysts, Accountants, Engineers, Employment and Vocational Rehabilitation Counselors, Teachers or Instructors, Police & Fire Captains and Lieutenants, Librarians, Management Analysts, Airplane Pilots and Navigators, Surveyors & Mapping Scientists and kindred workers.

#### ***TECHNICIANS:***

Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: Computer Programmers, Drafters, Survey and Mapping Technicians, Licensed Practical Nurses, Photographers, Radio Operators, Technical Illustrators, Highway Technicians, Technicians (Medical, Dental, Electronic, Physical Sciences), Police and Fire Sergeants, Inspectors (Production or Processing Inspectors, Testers and Weighers) and kindred workers.

#### ***PROTECTIVE SERVICE WORKERS:***

Occupations in which workers are entrusted with Public Safety, Security and Protection from destructive forces. Includes: Police Patrol Officers, Fire Fighters, Guards, Deputy Sheriffs, Bailiffs, Correctional officers, Detectives, Marshals, Harbor Patrol Officers, Game and Fish Wardens, Park Rangers (except Maintenance) and kindred workers.

#### ***PARAPROFESSIONALS:***

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience that is normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes: Research Assistants, Medical Aids, Child Support Workers, Policy Auxiliary, Welfare Service Aids, Recreation Assistants, Homemakers Aides, Home Health Aides, Library Assistants and Clerks, Ambulance Drivers and Attendants and kindred workers.

***ADMINISTRATIVE SUPPORT:***

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: Bookkeepers, Messengers, Clerk Typists, Stenographers, Court Transcribers, Hearing Reporters, Statistical Clerks, Dispatchers, License Distributors, Payroll Clerks, Office Machine and Computer Operators, Telephone Operators, Legal Assistants, Sales Workers, Cashiers, Toll Collectors and kindred workers.

***SKILLED CRAFT WORKERS:***

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: Mechanics and Repairers, Electricians, Heavy Equipment Operators Stationary Engineers, Skilled Machining Occupations, Carpenters, Compositors and Typesetters, Power Plant Operators, Water and sewage Treatment Plant Operators and kindred workers.

***SERVICE/MAINTENANCE:***

Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene of safety of the general public or which contribute to the upkeep and care of group may operate machinery. Includes: Chauffeurs, Laundry and Dry Cleaning Operatives, Truck Drivers, Bus Drivers, Garage Laborer, Custodial Employees, Gardeners and Groundskeepers, Refuse Collectors and Construction Laborers, Park Ranger Maintenance, Farm Workers (except Managers), Craft Apprentices/Trainees/Helpers and kindred workers.

## **Racial / Ethnic Designations Minority Group**

An employee may be included in the group by which he or she appears to belong, identifies with or is regarded in the community as belonging. However, no person should be counted in more than one racial/ethnic group.

**BLACK OR AFRICAN AMERICAN** (Not Hispanic or Latino): A person having origins in any of the black racial groups of Africa.

**HISPANIC OR LATINO:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

**NATIVE AMERICAN OR ALASKA NATIVE** (Not Hispanic or Latino): A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

**ASIAN (Not Hispanic or Latino):** A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**WHITE (Not Hispanic or Latino):** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

**NATIVE HAWAIIAN OR PACIFIC ISLANDER** (Not Hispanic or Latino): A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**TWO OR MORE RACES** (Not Hispanic or Latino): All persons who identify with more than one of the above five races.

**Standards adopted by the United States Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Program.**

**PRIVATE EMPLOYMENT,  
STATE AND LOCAL GOVERNMENTS  
EDUCATIONAL INSTITUTIONS  
RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN:**

Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, and other aspects of employment, on the basis of race, color, religion, sex or national origin.

The law covers applicants to and employees of most private employers, state and local governments and public or private educational institutions. Employment agencies, labor unions, and apprenticeship programs are also covered.

**AGE:**

The Age Discrimination in Employment Act of 1967, as amended, prohibits age discrimination and protects applicants and employees 40 years of age or older from discrimination on account of age in hiring, promotion, discharge, compensation, terms, conditions, or privileges of employment. The law covers applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations.

**SEX (WAGES):**

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act (see above), the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment. The law covers applicants to and employees of most private employers, state and local governments and educational institutions. Labor organizations cannot cause employers to violate the law. Many employers not covered by Title VII, because of size, are covered by the Equal Pay Act.

**DISABILITY:**

The Americans with Disabilities Act of 1990, as amended, prohibits discrimination on the basis of disability, and protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, and other aspects of employment. The law also requires that covered entities provide qualified applicants, employees with disabilities with reasonable accommodations that do not impose undue hardship. The law covers applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations.

# EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

## INDIVIDUALS WITH DISABILITIES:

On September 24, 2013, the U.S. Department of Labor's Office of Federal Contract Compliance Programs published a Final Rule in the *Federal Register* that makes changes to the regulations implementing Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) at 41 CFR Part 60-741. Section 503 prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities (IWDs) and requires these employers to take affirmative action to recruit, hire, promote, and retain these individuals. This rule strengthens the affirmative action provisions of the regulations to aid contractors in their efforts to recruit and hire IWDs and improve job opportunities for individuals with disabilities. This rule also makes changes to the nondiscrimination provisions of the regulations to bring them into compliance with the ADA Amendments Act of 2008. Section 503 regulations became effective on March 24, 2014.

### **Highlights of the Regulations**

**Utilization goal:** The regulations establish a nationwide 7% utilization goal for qualified IWDs. Contractors apply the goal to each of their job groups, or to their entire workforce if the contractor has 100 or fewer employees. Contractors must conduct an annual utilization analysis and assessment of problem areas and establish specific action-oriented programs to address any identified problems.

**Data collection:** The regulations require that contractors document and update annually several quantitative comparisons for the number of IWDs who apply for jobs and the number of IWDs they hire. Having this data will assist contractors in measuring the effectiveness of their outreach and recruitment efforts. The data must be maintained for three years to be used to spot trends.

**Invitation to Self-Identify:** The regulations require that contractors invite applicants to self-identify as IWDs at both the pre-offer and post-offer phases of the application process, using language prescribed by OFCCP. The regulations also require that contractors invite their employees to self-identify as IWDs every five years, using the prescribed language. This language is posted in the Self-Identification Form, below.

**Incorporation of the EO Clause:** The regulations require that specific language be used when incorporating the equal opportunity clause into a subcontract by reference. The mandated language, though brief, will alert subcontractors to their responsibilities as Federal contractors.

**Records Access:** The regulations clarify that contractors must allow OFCCP to review documents related to a compliance check or focused review, either on-site or off-site, at OFCCP's option. In addition, the regulations require contractors, upon request, to inform OFCCP of all formats in which it maintains its records and provide them to OFCCP in whichever of those formats OFCCP requests.

**ADAAA:** The regulations implement changes necessitated by the passage of the ADA Amendments Act (ADAAA) of 2008 by revising the definition of "disability" and certain nondiscrimination provisions.

**COVERED VETERANS AND DISABLED VETERANS:**

38 U.S.C. 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, prohibits job discrimination and requires affirmative action to employ and advance in employment qualified covered veterans.

Covered veterans means any of the following:

- 1) Disabled veterans.
- 2) Veterans who served on active duty in the Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized.
- 3) Veterans who, while serving on active duty with the Armed Forces, participated in a United States military operation for which an Armed Forces Service Medal (AFSM) was awarded pursuant to Executive Order 12985; and
- 4) Recently separated veterans.

Applicants to and employees of companies with a federal government contract or subcontract are protected under the authorities above. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under Section 503 of the Rehabilitation Act or 38 U.S.C. 4212 of the Vietnam Era Veterans Readjustment Assistance Act should immediately contact:

The Office of Federal Contract Compliance Programs (OFCCP) Employment Standards Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20230, (202) 523-9368, or an OFCCP regional or district office, listed in most directories under U.S. Government, Department of Labor.

## **PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE**

*Include examples of programs*

### **RACE, COLOR, NATIONAL ORIGIN, SEX:**

In addition to the protection of Title VII of the Civil Rights Act of 1964, Title VI of the Civil Rights Act prohibits discrimination on the basis of race, color, or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities that receive Federal assistance.

If you believe you have been discriminated against in a program of any institution that receives Federal assistance, you should contact immediately the Federal agency providing such assistance.

### **INDIVIDUALS WITH DISABILITIES:**

Section 504 of the Rehabilitation Act of 1973 is a national law that protects qualified individuals from discrimination based on their disability. The nondiscrimination requirements of the law apply to employers and organizations that receive financial assistance from any Federal department or agency, including the U.S. Department of Health and Human Services (DHHS).

These organizations and employers include many hospitals, nursing homes, mental health centers and human service programs.

Section 504 forbids organizations and employers from excluding or denying individuals with disabilities an equal opportunity to receive program benefits and services. It defines the rights of individuals with disabilities to participate in, and have access to, program benefits and services.

## ENFORCEMENT AGENCIES

### **Department of Administration (DOA)**

#### **Division of Equity, Diversity, and Inclusion (DEDI) State Equal Opportunity Office (EEO)**

One Capitol Hill Providence, RI 02908

TEL # (401) 222-5813

[Eoo.compliance@doa.ri.gov](mailto:Eoo.compliance@doa.ri.gov)

### **RI Commission for Human Rights**

180 Westminster St. Ste. 3

Providence, RI 02903-1918 TEL # (401) 222-2661/ Voice TDD # (401) 222-2664

FAX # (401) 222-2616

### **U.S. Equal Employment Opportunity Commission**

1801 L Street NW Washington, D.C. 20507 TEL # (202) 663-4900/ Voice TDD # (800) 800-3302

TDD # (202) 663-4494 (for all Area Codes)

### **Department of Justice**

Office of the Americans with Disabilities Act Civil Rights Division

P.O. Box 66118

Washington, D.C. 20035-6118 TEL # (202) 514-0301/ Voice TDD # (202) 514-0381

# (202) 514-6193 (Electronic Bulletin Board)