

Dear Partners:

As you all know, growing demands on the construction industry in the state of Washington have significantly increased the need for an even larger qualified workforce. Local Pre-Apprenticeship and Apprenticeship Programs are working hard to recruit qualified individuals into the construction trades and make sure they are well prepared to enter the workforce. Many of these individuals are minority, female, or otherwise socially and economically disadvantaged individuals.

WSDOT is committed to providing safe workplaces and ensuring all individuals are treated professionally in our workplaces and on worksites. Any form of intimidation, harassment, racial slurs, and assignment of less meaningful jobs based on race, gender, or sexual orientation is unacceptable. This type of demeaning and demoralizing behavior is in direct conflict with WSDOT's vision and our desire to create an inclusive environment and workforce.

New "Acceptable Worksite Behavior" language will be added into existing contracts by change order, and all future contracts will include these new expectations. This language will bring us into alignment with our partner agencies and assist in ensuring a safe and productive environment for everyone. When firms have personnel engaging in discriminatory or threatening activities, such behavior will escalate if not addressed promptly and appropriately. Hostile behavior should not be acceptable to anyone in Washington and will not be tolerated by anyone at WSDOT.

Thank you for your continued cooperation and commitment to creating a safe and welcoming workplace for all construction workers. We have a great team. Let's be welcoming to everyone joining it.

Best,

Roger

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