

# **State Highway Administration's Values and Philosophy of Diversity**

We foster a diverse work force that recognizes and values every individual for his or her unique background, skills and viewpoints.

We are committed to a work environment that affords all employees an equal opportunity to advance to their full potential. We pledge to one another to communicate and provide an environment in which we:

- ❖ respect each other and are free from harassment, discrimination and intolerance;
- ❖ treat one another fairly;
- ❖ provide all individuals an equal opportunity and access for growth, development and advancement with a support system of programs and people to facilitate success;
- ❖ recognize and reward individuals based on their abilities and achievements; and
- ❖ encourage an environment where an open mind is accepted as a positive contribution.

The development of all employees is critical to the development of SHA; and SHA at all levels, represents and reflects the communities we serve.