



Missouri Highways and Transportation Commission Policies

Category: ADMINISTRATIVE SETTLEMENTS
Subcategory: Employees

AUTHORITY TO APPROVE AND EXECUTE ADMINISTRATIVE SETTLEMENTS - EMPLOYEES:

- a. **Equal Employment Opportunity and Civil Rights Conciliation or Settlements:**
Prior to a complaint being filed in federal court, a petition being filed in state court, or a notice of public hearing being issued by the Missouri Commission on Human Rights, conciliation agreements and settlement agreements with the Missouri Commission on Human Rights and/or the Equal Employment Opportunity Commission, and/or employees regarding Equal Employment Opportunity and Civil Rights charges or complaints may be executed by the Director, Chief Engineer, Chief Financial Officer, or Assistant Chief Engineer.

- b. **Employment Grievances:** Settlements as a result of employment grievances filed through MoDOT's internal grievance process, except those where the employee requests a formal termination or whistle-blower hearing, may be executed by the Director, Chief Engineer, Chief Financial Officer, or Assistant Chief Engineer.

Effective Date: November 7, 2013

Supersedes Policy Dated: April 3, 2012 – EOD, Paragraph H3

Last Reaffirmed:

Date of Origin: June 5, 1987

Related Commission Actions: June 5, 1987-EEO and Civil Rights; January 12, 2011-EOD; April 3, 2012-EOD; November 7, 2013 – Comprehensive Policy Review.