



THE SECRETARY OF TRANSPORTATION  
WASHINGTON, DC 20590

January 22, 2020

**Access to Programs, Services, Information, and Technology  
Policy Statement**

The U.S. Department of Transportation (DOT) will take appropriate steps to ensure equal access in compliance with Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits disability discrimination in any program or activity that receives Federal funds or is conducted by an executive agency. The DOT will ensure that persons with disabilities have access to all of its programs, services, activities, and information that is comparable to the access provided to persons without disabilities.

Similarly, Section 508 of the Act requires that all electronic and information technology (EIT) purchased, developed, maintained, or used by DOT must meet the Section 508 accessibility standards for the public and employees. The DOT will comply with all statutory requirements so employees with disabilities have access to and use of EIT to perform their assigned duties. The accessibility and usability of EIT will be comparable for all employees, regardless of disability, unless an undue burden would be imposed on the Department.

To achieve our organizational excellence goal, DOT must maintain an accessible work environment. This is crucial to ensuring that all individuals with the appropriate skills and talents have equal employment opportunities. Supervisors and managers should provide effective leadership to accomplish disability assessment goals. The Chief Information Officer, the Assistant Secretary for Administration, and the Director of the Departmental Office of Civil Rights are available to provide employees with policy guidance and technical assistance.

A handwritten signature in black ink, reading "Elaine L. Chao".

Elaine L. Chao