



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

January 22, 2020

Equal Employment Opportunity Policy Statement

The U.S. Department of Transportation embraces equal employment opportunity (EEO) and inclusiveness and maintains a model Federal work environment that is free of discrimination. The policy of the Department is to ensure that no employee or applicant for employment is denied equal opportunity because of race, color, sex, national origin, religion, age, disability, marital status, pregnancy, sexual orientation, gender identity, genetic information, or any other non-merit-based factor.

I am committed to fostering an inclusive workforce that reflects America's diversity through effective outreach, recruitment, hiring, and employee development. We will continue to identify and eliminate barriers to equal employment opportunities for individuals with disabilities and groups with a low participation rate of employment in the workforce. Equal opportunity to work and advance based upon merit is the law and is not optional. I also expect all managers and supervisors to ensure that our employees are given equal opportunity for training and career development programs, promotions, awards and recognitions, and other applicable benefits and privileges of employment.

All Department employees and applicants for employment are afforded legal protections against EEO violations and have the right to raise allegations of discrimination and harassment without fear of reprisal. We will take swift and appropriate corrective and/or disciplinary action, including dismissal, when employees are found to have engaged in discrimination, retaliation, or harassment, which are prohibited by our policies regardless of whether the discrimination, retaliation, or harassment violates Federal law. Employees and applicants for employment who believe they have been subjected to unlawful discrimination or retaliation for opposing discrimination in the Agency, or hindered from participating in the employment discrimination complaint process are encouraged to contact an Equal Employment Opportunity Counselor or their Office of Civil Rights within 45 calendar days from the date of the alleged discrimination or retaliation or from the date on which they reasonably became aware of the discrimination or retaliation. If a formal complaint is filed and accepted, there will be a prompt, thorough, and impartial investigation.

Let us maintain our commitment to fostering an excellent work environment free of unlawful discrimination. All employees must comply with EEO principles as we perform the Department's mission.

A handwritten signature in black ink, reading 'Elaine L. Chao', is positioned above the printed name.

Elaine L. Chao