



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

January 22, 2020

**Policy Statement on Employment and Advancement of
Persons with Disabilities**

The U.S. Department of Transportation (DOT) is committed to enhancing access to employment of people with disabilities by ensuring equal employment opportunity. I encourage effective outreach, recruitment, selection, and advancement of qualified people with disabilities. I am committed to making DOT a model employer of persons with disabilities, especially those with severe disabilities referred to as "targeted disabilities."

The DOT will comply with Section 501 of the Rehabilitation Act of 1973, as amended, which prohibits Federal agencies from discriminating against qualified individuals with disabilities. The DOT will provide hiring, placement, and advancement opportunities for persons with disabilities. Violations of this law will result in appropriate disciplinary actions against the offenders, up to and including dismissal.

The DOT will continue to identify and remove barriers to hiring, retaining, and promoting persons with disabilities. In accordance with Executive Order 13548 "Increasing Federal Employment of Individuals with Disabilities," and the respective DOT Plan to Increase Employment of People with Disabilities, all departmental organizations will work with their Offices of Human Resources in outreach efforts to provide internship, employment, and advancement opportunities to persons with disabilities, especially those with targeted disabilities.

The DOT will provide a work environment that welcomes qualified individuals with disabilities and effectively uses their skills, knowledge, and abilities. Each of us has a role in identifying, reporting and eliminating barriers to the employment of people with disabilities. Guidance on how to handle requests for reasonable accommodation by employees and employment applicants is contained in DOT Order 1011.1A, "Procedures for Processing Reasonable Accommodation Requests from DOT Job Applicants and Employees with Disabilities" (available on the Department's Web site at <https://www.transportation.gov/civil-rights>).

Please join me in ensuring equal employment opportunities for people with disabilities. Together, we can make DOT a model employer and a better workplace for all.

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

Elaine L. Chao