



THE SECRETARY OF TRANSPORTATION  
WASHINGTON, DC 20590

March 29, 2021

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

The U.S. Department of Transportation (DOT) is committed to providing fair and equitable employment to people with disabilities. As Secretary, I will strive to make the Department a model employer of persons with disabilities, especially those with severe disabilities—referred to as “targeted disabilities”—by affording them hiring, placement, and advancement opportunities. I expect all managers, supervisors, and employees to contribute to making this commitment a reality.

The Department complies with Section 501 of the Rehabilitation Act of 1973, as amended, which prohibits Federal agencies from discriminating against individuals with disabilities. Violations of this law will result in swift and appropriate disciplinary actions against the offenders, up to and including dismissal.

The Department 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 Departmental 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 Department also will ensure that employees and applicants with disabilities have access to reasonable accommodations. Guidance on how to handle requests for reasonable accommodation by employees and employment applicants is contained in the DOT Order entitled “Procedures for Processing Reasonable Accommodation Requests from DOT Job Applicants and Employees with Disabilities” (available on the Department’s website at <https://www.transportation.gov/civil-rights>). Additional guidance is available from our Departmental Office of Civil Rights.

A handwritten signature in blue ink, appearing to read "Pete Buttigieg".

Pete Buttigieg