



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

**Policy Statement: Employment and Advancement of
Persons with Disabilities
May 14, 2025**

The U.S. Department of Transportation is committed to providing equal access to employment to persons 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 encouraging effective recruitment, hiring, placement, and advancement opportunities, consistent with Federal law. I expect all managers, supervisors, and employees to contribute to sustaining this commitment.

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, training, retaining, and promoting persons with disabilities. In accordance with Executive Order 13548, "Increasing Federal Employment of Individuals with Disabilities," and the Departmental Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities, as required by Section 501 of the Rehabilitation Act, all Departmental organizations will work with their Offices of Human Resources in efforts to provide internships, 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 job applicants is contained in DOT Order 1011.1B, "Procedures for Processing Reasonable Accommodation Requests from Job Applicants and DOT Employees with Disabilities" (available on the Department's website at <https://www.transportation.gov/civil-rights>). Additional guidance is available on the Departmental Office of Civil Rights' public website.

A handwritten signature in blue ink, appearing to read "Sean P. Duffy", is positioned above the printed name.

Sean P. Duffy