



THE SECRETARY OF TRANSPORTATION  
WASHINGTON, DC 20590

**Policy Statement: Equal Employment Opportunity**  
**May 14, 2025**

The U.S. Department of Transportation is committed to equal employment opportunity (EEO) and maintaining a model Federal work environment that is free of discrimination and harassment for all employees. No employee, former employee, or applicant for employment at the Department will be denied equal opportunity because of race; color; sex (including sexual orientation); national origin; religion; age; disability; pregnancy, childbirth, and related medical conditions; genetic information (including family medical history); retaliation; or any other non-merit-based factor.

The Department is committed to eliminating discrimination and will continue to identify and eliminate barriers to equal employment opportunities for all employees in recruitment, hiring, promotion, development, and retention. All employees will be given equal opportunity for training and career development programs, promotions, awards and recognition, and other applicable terms, conditions, benefits, and privileges of employment.

Employees, former employees, and applicants for employment who believe they have been subjected to unlawful discrimination or retaliation for opposing discrimination in the Department, or hindered from participating in the employment discrimination complaint process, are encouraged to contact an EEO Counselor, their Office of Civil Rights, or our Departmental Office of Civil Rights as soon as possible, but no later than 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, and the Department will keep confidential, to the greatest extent possible, the facts of these investigations.

The Department is also committed to resolving complaints as early as possible and encourages the use of Alternative Dispute Resolution (ADR). The Department ensures that ADR is available at all stages of the EEO complaint process, where feasible and appropriate.

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

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

Sean P. Duffy