



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

Policy Statement: Harassment Prevention
May 14, 2025

The U.S. Department of Transportation is committed to creating a work environment free from harassment on the basis of race; color; sex (including sexual orientation); national origin; religion; age; disability; pregnancy, childbirth, and related medical conditions; genetic information (including family medical history); or retaliation. As Secretary of Transportation, I am committed to our longstanding policy that the Department will not tolerate harassment, and I will address any violation of this policy promptly and effectively.

This policy applies to employees while working, on work travel, at other work-related events and activities, and wherever there may be a nexus to the Department and an impact on the workplace. Harassment may occur in person, via telephone, e-mail, video conference, social media, or other venues and may utilize any method of action or communication. The obligation to act in a professional and non-discriminatory manner extends to everyone in our workplace.

Employees, former employees, and applicants for employment who believe they have been subjected to harassment should, without fear of retaliation, seek the immediate assistance of any management official, their designated anti-harassment coordinator, their Office of Human Resources or Civil Rights, or the Departmental Office of Civil Rights or Departmental Office of Human Resource Management. We will investigate all allegations of harassment promptly, thoroughly, and impartially, and we will keep confidential, to the greatest extent possible, the facts of these investigations.

I expect any manager or supervisor who becomes aware of harassment or other inappropriate behavior to take immediate and appropriate corrective action to ensure that the harassment or behavior stops and does not recur. Violations of the law prohibiting harassment, or of this policy, will result in appropriate disciplinary actions against the offenders, up to and including dismissal. This includes where a manager or supervisor knew or should have known about the harassment and failed to take prompt and appropriate corrective action. Moreover, all employees are prohibited from retaliating against and/or harassing those who report such conduct or behavior.

Employees, former employees, and applicants for employment who believe they have been subjected to harassment or discrimination also may contact an EEO Counselor, their Office of Civil Rights, or our Departmental Office of Civil Rights to file a complaint within 45 calendar days of the alleged harassment or discrimination or the date on which they reasonably became aware of the harassment or discrimination. If a formal complaint is filed and accepted, there will be a prompt, thorough, and impartial investigation.

I am committed to providing a workplace free from harassment where everyone is treated with respect and dignity. I expect each employee to join me in ensuring a harassment-free workplace by engaging in conduct that is consistent with this policy.


Sean P. Duffy