THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

October 20, 2026

Policy Statement: Equal Access to Employment, Advancement, Programs, Services, and Information Technology for Persons with Disabilities

The U.S. Department of Transportation (DOT) 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 to provide internships, employment, and advancement opportunities to persons with disabilities, especially those with targeted disabilities.

The Department will also ensure employees and applicants with disabilities have access to reasonable accommodations (RAs). Guidance on how to handle requests for RAs 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," which is available on the Departmental Office of Civil Rights website at www.transportation.gov/civil-rights. Additional information on RAs is available from the Disability Resource Center at www.transportation.gov/drc/disability-resource-center.

As Secretary, I am also committed to ensuring Department of Transportation employees and members of the public have equal opportunity and access to all our programs, activities, services, and information technology pursuant to Sections 504 and 508 of the Rehabilitation Act. Section 504 prohibits disability discrimination in any program or activity that receives Federal funds or is conducted by an executive agency. Section 508 requires all electronic and information technology purchased, developed, maintained, or used by the Department to meet accessibility standards for information that is shared with the American public and employees. It is the policy of the Department to facilitate this access, which requires cooperation among the Departmental Office of Civil Rights, the Office of the Chief Digital and Information Officer, and the Office of the Assistant Secretary for Administration. The Department's accessible electronic information technology policy, "DOT's Digital Accessibility Statement," maintained in accordance with OMB Memorandum M-24-08, is available at https://www.transportation.gov/mission/office-secretary/office-chief-information-officer/digital-accessibility-statement.

Sean P. Duffy