THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

October 20, 2026

Policy Statement: Equal Employment Opportunity and Harassment Prevention

The U.S. Department of Transportation (DOT) is committed to equal employment opportunity (EEO) and maintaining a model Federal work environment free of discrimination and harassment for all employees. This combined policy statement outlines the separate and distinct EEO complaint and harassment investigation processes and demonstrates my commitment to ensuring that no employee, former employee, or applicant for employment at the Department will be denied equal opportunity or subjected to harassment because of race; color; religion; sex; national origin; age; disability; genetic information; pregnancy, childbirth, or related medical conditions; retaliation; or any other non-merit-based factor. The Department will keep confidential, to the greatest extent possible, the facts of EEO and harassment investigations and will not tolerate harassment or reprisal against anyone who engages in protected activity.

Equal Employment Opportunity

I am committed to eliminating discrimination and will continue to identify and eliminate barriers to equal employment opportunities for all personnel and employment programs, management practices, and decisions, including but not limited to, recruitment, hiring, merit promotions, transfers, reassignments, retention, and separations. All DOT employees will be given equal opportunity for training and career development programs, 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 their Operating Administration (OA) EEO Counselor or the Departmental Office of Civil Rights (DOCR) 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. The Department is also committed to resolving complaints as early as possible and encourages the use of Alternative Dispute Resolution at all stages of the EEO complaint process.

Harassment Prevention

I will not tolerate harassment and will address any violation of this policy promptly and effectively. Harassment is prohibited in any form or setting, whether in person, via telephone, email, video conference, social media, or other communication tools. DOT employees, former employees, and applicants for employment who believe they have been subjected to harassment should, without fear of retaliation, immediately report the harassment to any management official, their OA anti-harassment coordinator, DOCR, or the Departmental Office of Human Resource Management. We will investigate all allegations of harassment promptly, thoroughly, and impartially. DOT employees, former employees, and applicants for employment who believe they have been subjected to harassment may also file an EEO complaint. Filing an internal harassment complaint does not satisfy, pause, or extend the 45 calendar days EEO complaint deadline. I expect any manager or supervisor who becomes aware of harassment to take immediate and appropriate corrective action to ensure that the harassment stops and does not reoccur before the behavior becomes severe or pervasive. This includes where a manager or supervisor knew or should have known about the harassment and failed to take prompt and appropriate corrective action. Violations of the law prohibiting harassment, or this policy, will result in appropriate disciplinary actions against the offenders, up to and including dismissal.

Sean P. Duffy