



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

April 24, 2018

Equal Employment Opportunity Policy Statement

The U.S. Department of Transportation will maintain a model Federal work environment that is free of discrimination. We will ensure equal employment opportunity for employees and applicants for employment, regardless of race, color, sex (gender, pregnancy, sexual harassment, sexual orientation, gender identity, or transgender status), national origin, religion, age (40 and over), disability (mental or physical), equal pay/compensation, genetic information, or retaliation.

I am committed to fostering an inclusive workforce that reflects America's diversity through effective outreach, recruitment, hiring, and employee development. We will continue to identify and eliminate barriers to equal employment opportunities for individuals with disabilities and groups with a low participation rate of employment in the workforce. Equal opportunity, exclusive of unlawful bias or prejudice, to work and advance based upon merit, is the law and is not an option. I also expect all managers and supervisors to ensure that our employees are given equal opportunity for training and career development programs, promotions, awards and recognitions, and other applicable benefits and privileges of employment.

The Department will not tolerate discrimination in the workplace. Violations of the law prohibiting unlawful discrimination practices will result in appropriate disciplinary actions against offenders, up to and including dismissal. Employees and applicants for employment who believe they have been subjected to unlawful discrimination, subjected to retaliation for opposing discrimination in the Agency, or hindered from participating in the employment discrimination complaint process are encouraged to contact an Equal Employment Opportunity Counselor or their Office of Civil Rights within 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. All information provided regarding concerns about discrimination or retaliation will be maintained on a confidential basis to the greatest extent possible.

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

A handwritten signature in blue ink, reading 'Elaine L. Chao', is positioned above the printed name.

Elaine L. Chao