



THE SECRETARY OF TRANSPORTATION
WASHINGTON, D.C. 20590

June 11, 2008

**Policy Statement on Employment and Advancement
of Persons with Disabilities
2008**

I am firmly committed to ensuring that the U.S. Department of Transportation is a model employer of people with disabilities. I strongly encourage outreach and the selection and advancement of individuals with disabilities whose qualifications meet our mission needs. Particular emphasis is placed on such individuals with severe disabilities, often referred to as "targeted disabilities."

Section 501 of the Rehabilitation Act of 1973 prohibits Federal agencies from discriminating against qualified individuals with disabilities. The Act also requires agencies to provide hiring, placement, and advancement opportunities for individuals with disabilities. Violations of this law will result in appropriate disciplinary actions against the offenders, up to and including dismissal.

The Department is expected to face a significant challenge in recruiting candidates to fill vacancies created by departing employees. However, this challenge should present increased opportunities to hire individuals with disabilities, especially those with targeted disabilities. The Department is committed to identifying and removing any barriers to hiring, retaining, and promoting individuals with disabilities.

Our goal is to provide a work environment that welcomes qualified individuals with disabilities and effectively utilizes their skills, knowledge, and abilities. When requested, appropriate work site adjustments and technology will be provided in accordance with DOT Order 1011.1, "Procedures for Processing Reasonable Accommodation Requests by Job Applicants and Employees with Disabilities" (available on DOT's web site at <http://www.dotcr.ost.dot.gov/Documents/DotPart/RAPolicy/10101.doc>). Each of us has a responsibility to report any barriers to meeting our goal.

Together, we can make the Department a better workplace for every employee. Join me in advancing employment opportunities and improving the work environment for persons with disabilities in our workforce.

A handwritten signature in black ink, reading "Mary E. Peters".

Mary E. Peters