



THE SECRETARY OF TRANSPORTATION
WASHINGTON, D.C. 20590

June 11, 2008

**Equal Employment Opportunity Policy Statement
2008**

Every employee at the U.S. Department of Transportation is responsible for maintaining a work environment that is free of discrimination. When any employee or applicant for employment is discriminated against, the work of this Department suffers, opportunities for achievement are lost, and the ability of our employees to reach their full potential is jeopardized.

We must eliminate all barriers to equal employment opportunity for employees and applicants for employment. We must also ensure that our recruitment and selection processes support the full consideration of talented individuals from groups that were not well represented in the past. All supervisors and managers must ensure that employees receive equal opportunity to obtain the training needed to maintain core competencies and develop to their full potential. We must counsel and mentor all of our employees, and acknowledge accomplishments through formal recognition and opportunities for advancement. Personnel actions must be based upon merit factors, without bias or prejudice.

There is zero tolerance of discrimination in the workplace. Any departmental employee determined to have engaged in unlawful discriminatory practices, and any employee in a position of authority who fosters an environment that allows discriminatory practices to exist will be subject to appropriate disciplinary action. Violations of the law prohibiting unlawful discriminatory practices will result in appropriate disciplinary actions against the offenders, up to and including dismissal.

Employees who believe they have been discriminated against on the basis of race, color, national origin, religion, sex, age (40 and over), disability, or sexual orientation; subjected to reprisal for opposing discrimination in the agency; or hindered from participating in the employment discrimination complaint process are encouraged to contact their Office of Civil Rights or the Departmental Office of Civil Rights.

I am committed to ensuring the Department is a model workplace where every employee is valued and has an opportunity for fully contributing to the accomplishment of our mission. I ask you to join me in this commitment. I am counting on each of you to do your part.

A handwritten signature in black ink, reading 'Mary E. Peters', is positioned below the text.

Mary E. Peters