



THE SECRETARY OF TRANSPORTATION
WASHINGTON, D.C. 20590

October 03, 2011

Policy Statement on the Prevention of Harassment

The U.S. Department of Transportation is committed to zero tolerance for harassment on the basis of race, color, national origin, religion, sex (including pregnancy and gender identity), genetic information, age (40 and over), disability, sexual orientation, or protected activity. Harassment in this context is defined as conduct that is so offensive as to create a work environment that a reasonable person would consider intimidating, hostile, or offensive. As Secretary of Transportation, I am committed to our long-standing policy that harassment will not be tolerated and must not occur.

Employees who believe that they have been victims of harassment may, without fear of reprisal, seek the immediate assistance of a management official or their office of human resources. Employees also can contact an equal employment opportunity counselor or their Office of Civil Rights. I expect a manager or supervisor who becomes aware of harassment to take immediate and appropriate corrective action to ensure that the harassment stops and does not recur. Violations of the law prohibiting harassment or violations of this policy will result in appropriate disciplinary actions against the offenders, up to and including dismissal. This also includes cases where a manager or supervisor should have known about the harassment and failed to take prompt and appropriate corrective action.

I am committed to providing a workplace free from harassment where every employee is treated with respect and dignity. I expect each employee to join me in ensuring a harassment-free workplace through engaging in conduct that is consistent with this policy of zero tolerance for harassment.

A large, stylized handwritten signature in blue ink, appearing to read "Ray LaHood".

Ray LaHood