THE SECRETARY OF TRANSPORTATION

WASHINGTON, D.C. 20590

October 03, 2011

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

I am committed to making the U.S. Department of Transportation (DOT) a model employer of persons with disabilities, especially those with severe disabilities referred to as "targeted disabilities." Let us continue to enhance access for employees with disabilities.

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

The Department will continue to identify and remove any barriers to hiring, retaining, and promoting persons with disabilities. All departmental organizations will work with their offices of human resources in outreach efforts to provide employment and internship opportunities to persons with disabilities, especially those with targeted disabilities. My pledged support for a minimum 3 percent hiring goal for individuals with targeted disabilities remains applicable to all DOT organizations.

I expect everyone to work as a team to identify, report, and eliminate barriers to the employment of persons with disabilities whenever they are discovered. Guidance on how to handle requests for reasonable accommodation by employees and employment applicants is contained in DOT Order 1011.1, "Procedures for Processing Reasonable Accommodation Requests by Applicants and Employees with Disabilities" (available on the Department's Web site at http://www.dotcr.ost.dot.gov).

Equal employment opportunity for persons with disabilities is a key organizational excellence initiative.

Ray LaHood