



## THE SECRETARY OF TRANSPORTATION

WASHINGTON, DC 20590

### **Policy Statement: Employment and Advancement of Persons with Disabilities December 18, 2023**

The U.S. Department of Transportation is committed to providing fair and equitable employment to persons with disabilities. As Secretary, I will strive to make the Department a model employer of persons with disabilities, especially those with severe disabilities—referred to as “targeted disabilities”—by affording hiring, placement, and advancement opportunities. I expect all managers, supervisors, and employees to contribute to sustaining this commitment.

The Department complies with Section 501 of the Rehabilitation Act of 1973, as amended, which prohibits federal agencies from discriminating against individuals with disabilities. Violations of this law will result in swift and appropriate disciplinary actions against the offenders, up to and including dismissal.

The Department will continue to identify and remove barriers to hiring, training, retaining, and promoting persons with disabilities. In accordance with Executive Order 13548, “Increasing Federal Employment of Individuals with Disabilities,” and the respective Departmental Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities, all Departmental organizations will work with their Offices of Human Resources in outreach efforts to provide internship, employment, and advancement opportunities to persons with disabilities, especially those with targeted disabilities.

The Department also will ensure that employees and applicants with disabilities have access to reasonable accommodations. Guidance on how to handle requests for reasonable accommodation by employees and job applicants is contained in DOT Order 1011.1B, “Procedures for Processing Reasonable Accommodation Requests from Job Applicants and DOT Employees with Disabilities” (available on the Department’s website at <https://www.transportation.gov/civil-rights>). Additional guidance is available from our Departmental Office of Civil Rights.

A blue ink signature of Pete Buttigieg, written in a cursive style, is located below the text.

Pete Buttigieg