



THE SECRETARY OF TRANSPORTATION  
WASHINGTON, DC 20590

July 23, 2015

**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, sex (gender, pregnancy, sexual harassment, sexual orientation, or gender identity), national origin, religion, age (40 and over), disability (mental or physical), equal pay/compensation, genetic information, or retaliation. 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, contractors, and applicants for employment who believe that they have been victims of harassment may, without fear of retaliation, seek the immediate assistance of a management official or their Office of Human Resources. Employees can also contact an Equal Employment Opportunity Counselor or their Office of Civil Rights. All information provided regarding concerns about harassment will be maintained on a confidential basis to the greatest extent possible. 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. All employees are prohibited from retaliating against and/or harassing those who report such conduct or behavior.

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

A handwritten signature in blue ink, appearing to read 'Anthony R. Foxx', is positioned above the printed name.

Anthony R. Foxx