



SURFACE TRANSPORTATION BOARD
Washington, DC 20423

MEMORANDUM

TO: All Surface Transportation Board Employees

FROM: Ann Begeman, Chairman

DATE: August 24, 2020

SUBJECT: Equal Employment Opportunity and Diversity Policy Statement

The Surface Transportation Board (STB) is committed to equal opportunity in employment regardless of race, color, sex (including pregnancy, sexual orientation and gender stereotyping), national origin, religion, age (40 years and older), disability (physical and/or mental), genetic information, and/or for opposing discrimination or participating in the equal employment opportunity (EEO) process. The STB will continue to provide a workplace that is free from all forms of discrimination, harassment, and retaliation, as well as equal opportunity in all human capital and employment programs, management practices, and employment-based decisions.

The STB will continue to actively and consistently support and promote the principles of diversity and inclusion in order to promote a work environment in which its employees are valued and treated with dignity and respect. The STB leadership, managers, supervisors, and staff will be held accountable for maintaining a work environment that adheres to the highest standards of diversity, inclusion, and equal employment opportunity.

The STB will also continue its efforts to attract, hire, and retain individuals with disabilities through the use of special hiring authorities and by providing reasonable accommodations to qualified individuals with disabilities upon request and as appropriate. The STB is committed to providing equal employment opportunities to individuals with disabilities and ensuring that applicants for employment and existing employees with disabilities are treated with respect and fairness.

Any employee or applicant for employment with the STB who believes he or she has been subjected to any form of discrimination, harassment, or reprisal, and wishes to pursue an EEO complaint must contact the STB's EEO Office within 45 calendar days of the date of the alleged discriminatory, harassing, or reprisal action, or in the case of a personnel action, within 45 calendar days of the effective date of the personnel action.

For advice on the best practices to achieve equal opportunity in employment and a diverse workforce or to file an EEO complaint, please contact the STB's EEO Office at (202) 245-0289 or eeo@stb.gov.