

FEB 15 2003



Transportation  
Security  
Administration

## Civil Rights Policy Statement

The Transportation Security Administration's (TSA) vision is excellence in transportation security through our people, processes, and technology. With this vision, comes a commitment that all TSA employees and the public we serve are to be treated in a fair, lawful, and nondiscriminatory manner. It is TSA's policy that:

- TSA employees, applicants for employment, and the public we serve are to be treated in a fair, lawful, and nondiscriminatory manner, without regard to race, color, national origin, religion, age, sex, disability, sexual orientation, status as a parent, or protected genetic information.
- TSA's equal employment opportunity policy applies to all personnel and employment programs and management practices and decisions.
- TSA will comply with all applicable Federal laws and Executive Orders regarding civil rights protections.
- TSA has no tolerance for harassment in the workplace or in the treatment of the public we serve.
- TSA will not tolerate reprisal against those who exercise their rights under the civil rights laws.
- TSA will scrutinize processes, review results, and work to remove any barriers that may impede equal opportunity for recruitment, hiring, promotion, reassignment, career development, or other employment benefits.
- TSA will review and analyze from a civil rights perspective how its programs, policies, and operations impact the public we serve.

TSA has achieved much in its first few years of existence but much remains to be done. This includes continued self-analysis and improvement and constant awareness. We must recruit the best; hire, mentor, and retain the best; and provide the best service and security to our customers. Finally, I am committed to integrating our adherence to the nation's civil rights laws and civil liberties into all TSA activities and processes.

A handwritten signature in black ink that reads "Kip Hawley".

Kip Hawley  
Assistant Secretary