



Transportation
Security
Administration

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Equal Employment Opportunity, Diversity and Anti-Harassment Policy Statement

The Transportation Security Administration's (TSA) skilled, professional, and diverse workforce is the foundation of our success. As TSA's Administrator, I am fully committed to creating and maintaining an environment that promotes equal employment opportunity (EEO) for all persons, welcomes an inclusive and diverse workforce, and is free of unlawful discrimination and harassment.

Employment discrimination, including unlawful harassment, is prohibited in all aspects of employment on the basis of: race, color, national origin, religion, sex (including pregnancy, sexual orientation, and gender identity), age, disability, genetic information, and reprisal. In addition, consistent with Presidential Executive Orders and laws designed to protect federal employees, discrimination based on parental status, marital status, political affiliation, military service, or any other non-merit-based factor is prohibited.

Employment decisions, including recruitment and hiring actions, performance appraisals, promotions, training opportunities, and access to career development programs, must be fair, transparent, and merit-based. Where employment discrimination or harassment is found to have occurred, appropriate corrective action will be taken. Employees, former employees, and applicants who believe they have been subjected to discrimination or harassment have the right to file an EEO complaint, or otherwise oppose these unlawful acts without fear of retaliation.

TSA prohibits harassment against an individual as a result of any protected basis, even if it does not rise to the level of actionable harassment under the law. Harassment includes, unwelcome conduct – whether verbal, nonverbal, or physical. TSA managers and supervisors are responsible for preventing and promptly correcting any conduct resulting in unlawful discrimination or harassment. They are also expected to work toward eliminating barriers to equal employment opportunity.

All TSA employees are responsible for implementing our EEO and Anti-Harassment policies in daily actions, conduct, and decisions. Each of us is expected to abide by the letter, intent, and spirit of these laws and policies, thereby enhancing our ability to accomplish our mission. We must at all times treat others – both the public and our colleagues – with respect and professionalism.

This statement reaffirms our collective commitment to the principles of equal employment opportunity and our Core Values of Integrity, Respect, and Commitment.

A handwritten signature in black ink that reads "David P. Pecoske".

David P. Pecoske
Administrator