



Surface Transportation Board

Washington, D.C. 20423-0001

Office of the Chairman

Memorandum

TO: All Employees **DATE:** May 29, 2024

FROM: Chairman Robert E. Primus

SUBJECT: Equal Employment Opportunity (EEO) and Diversity, Equity, Inclusion, and Accessibility (DEIA) Policy Statement

This Equal Employment Opportunity (EEO) and Diversity, Equity, Inclusion, and Accessibility (DEIA) policy statement underscores the commitment of the Surface Transportation Board (STB) employees and applicants for employment are protected from unlawful discrimination based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability (physical and mental), conditions related to pregnancy and childbirth, genetic information (individual or family medical history), and from actions taken in retaliation or reprisal for an individual's opposition to discrimination or participation in the EEO process.

The STB will continue to provide a workplace that is free from all forms of discrimination, including protection against harassment and retaliation. This protection extends to all management practices and employment decisions, including, but not limited to, recruitment, hiring, merit promotions, transfers, reassignments, performance appraisals, training and career development, benefits, awards, and separations. Consistent with these obligations, the STB provides reasonable accommodations to employees and applicants for functional limitations caused by disabilities; for known limitations related to pregnancy, childbirth, or related medical conditions; and for sincerely held religious beliefs, observances, and practices.

Moreover, the STB continues to actively promote the principles of EEO, diversity, inclusion, and accessibility to cultivate an environment where all employees are valued, treated with respect and dignity, and have the opportunity to compete fairly. Accountability for maintaining this environment rests with the entire STB community, including executive leadership, supervisors, managers, and staff. In affirmation of the STB's commitment as an independent agency, we recognize and support presidential executive orders that advance EEO and DEIA. This policy acknowledges the following executive orders:

- In recognition of Executive Order 13548, "Increasing Federal Employment of Individuals with Disabilities," we will seek to strengthen our efforts to attract, hire, and retain individuals with disabilities by utilizing special hiring authorities, and by providing reasonable accommodations to qualified individuals with disabilities. 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 the same respect and fairness that every employee expects and deserves in the workplace.

- In recognition of Order 14035, “Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce,” we will continue to ensure that STB contributes its talents towards the federal government-wide goal to be a model for diversity, equity, inclusion and accessibility, where all employees are treated with dignity and respect. The STB acknowledges the premise in E.O. 14035 that “diverse, equitable, inclusive, and accessible workplaces yield higher-performing organizations.” The STB is committed to providing resources and opportunities to strengthen and advance diversity within STB; continue its efforts to recruit, hire, develop, promote, and retain talent that contributes to our mission; and reaffirm our commitment to removing barriers to equal opportunity.

Any STB employee or applicant who believes they have faced discrimination, harassment, or retaliation should contact an EEO Counselor or the Office of Equal Employment Opportunity within 45 calendar days of the incident. To report such issues, contact details are as follows: call (202) 360-9302 or email eeo@stb.gov.

STB’s Anti-Harassment Procedures, outlined in [STB Administrative Issuance No. 5-828](#), provide mechanisms for addressing workplace harassment, separate from the EEO complaint process. Additionally, [STB Administrative Issuance No. 5-827](#) outlines our procedures for providing reasonable accommodations and personal assistance services for employees with disabilities.

As Chairman of the STB, I am personally committed to ensuring all employees and applicants are treated with dignity and respect. This includes encouraging managers and supervisors to routinely consider and implement initiatives that promote fairness, equity, and accessibility in all aspects of personnel management. We remain dedicated to selecting, promoting, training, and recognizing employees based on merit, knowledge, skills, and abilities. I challenge everyone within our organization to continue promoting a culture of value, inclusion, engagement, and respect.