



U.S. Department  
of Transportation

Administrator

1200 New Jersey Avenue, SE  
Washington, DC 20590

**Pipeline and Hazardous  
Materials Safety  
Administration**

## **Equal Employment Opportunity (EEO) Policy Statement 2015**

As the Acting Administrator for the Pipeline and Hazardous Materials Safety Administration (PHMSA), I am taking the opportunity to state my commitment to the principles of equal employment opportunity for all.

For an effective work environment, every employee needs to be recognized for his or her value to the organization, treated with respect, feel safe and free from harassment, discrimination and reprisal. Discrimination based on race, color, religion, gender (including pregnancy and gender identity), national origin, age (40 and over), disability, genetic information, sexual orientation or reprisal for engaging in protected EEO activity will not be tolerated. 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. Equal opportunity is the law and must be practiced by everyone.

I am committed to achieving an inclusive and discrimination-free work environment, in which employment opportunities are open to all qualified candidates. In this regard, individuals at all levels are expected to treat other employees and our stakeholders with professionalism, courtesy and respect. Managers and supervisors must provide effective leadership and support so that all employment actions, programs and activities are administered without discriminatory considerations. Training, special projects, developmental assignments, mentorship and upward mobility opportunities are vital tools management has to aid in the healthy development of an effective and diverse organization. Favoritism and discrimination damage morale and the work environment and negatively affect the work we are charged to accomplish as an agency on behalf of the American people.

The success of our EEO policy depends on the positive leadership provided by managers and supervisors and the full cooperation of every employee. I urge you to join me in actively committing to the principles of equal employment opportunity, and I look forward to working with each of you to turn the EEO principles into one of PHMSA's greatest strengths.

A handwritten signature in black ink, appearing to read "Timothy P. Butters".

Timothy P. Butters  
Acting Administrator