




SURFACE TRANSPORTATION BOARD
Washington, DC 20423

MEMORANDUM

TO: All Surface Transportation Board Employees

FROM: Martin J. Oberman, Chairman 

DATE: March 15, 2021

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, gender identity, and gender stereotyping), national origin, religion, age (40 years and older), disability (physical and mental), genetic information, and/or and individual's opposition to discrimination or participation 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. The STB will continue to ensure that the workplace provides an 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 to strengthen 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.