



September 30, 2024

Equal Employment Opportunity, Diversity, and Anti-Harassment Policy Statement

TSA's most valuable asset is our workforce. Each employee has a responsibility to help TSA fulfill its mission to protect our Nation's transportation systems while ensuring seamless movement of people and commerce. At the center of TSA's mission lies our extraordinary workforce whose unwavering commitment to our core values of integrity, respect, and commitment is key to our success. Without your dedication and tireless efforts, our mission would remain out of reach. Recognizing this fact, we are committed to protecting the well-being of all TSA employees and fostering a culture of trust, equal opportunity, and diversity.

Federal law protects you from discrimination on all the following bases:

- Race
- Religion
- Color
- Sex, including pregnancy, gender identity, and sexual orientation
- National origin
- Age
- Genetic information
- Parental status
- Disability
- Reprisal for protected activity

One of the newest protections to go into effect is the Pregnant Workers Fairness Act. Generally, under this law, covered employers must provide reasonable accommodations for qualified employees or applicants facing limitations related to pregnancy, childbirth, or associated medical conditions to ensure their full inclusion in the workplace, barring undue hardship on the agency. TSA is fully committed to complying with the mandates of this new law.

Protections against discrimination also extend to hiring, training, and other work-related actions. TSA employees and job applicants must be able to compete on an equal playing field, which includes nondiscrimination in management practices and decisions, including, but not limited to:

- Recruitment
- Hiring
- Merit promotions
- Transfers
- Reassignments
- Training and career development
- Benefits
- Separations

Reporting Misconduct and Harassment

This EEO, diversity, and anti-harassment policy statement is binding on all TSA employees, regardless of managerial or supervisory status. I expect all employees to uphold and reinforce it and to work together to foster an environment where every employee is treated with dignity and respect.

TSA will not tolerate discrimination, harassment, or reprisal of any nature under any circumstances. Therefore, we encourage employees who believe that they have experienced misconduct, harassment, or reprisal to report the incident promptly by:

- Informing their immediate supervisor, another management official in their chain of command, or any supervisor or manager.
- Contacting the TSA Anti-Harassment Program
 - By email at anti-harassmentcoordinator@tsa.dhs.gov or
 - By phone at 571-227-1336 or 833-219-9022
- Contacting TSA Investigations
 - By email at tsahotlinecomplaints@tsa.dhs.gov or
 - By phone at 571-227-1800

Filing an EEO Complaint

It is important to know the difference between filing an EEO complaint and reporting discrimination or harassment (whether to a supervisor or management, TSA's Anti-Harassment Program, and/or TSA Investigations). If you are an employee, applicant, or former employee who believes you have experienced unlawful discrimination, harassment, or reprisal and wish to file an informal EEO complaint, please reach out to TSA's Civil Rights, Equity, Access and Inclusion Division within 45 calendar days from the date of the alleged incident. To begin the complaint process, you can email tsa.civilrights@tsa.dhs.gov or call 877-336-4872 or 800-877-8339 (TTY/ASCII).

Every TSA employee is a valued employee. Your cooperation and commitment to upholding this policy and our core values are instrumental to nurturing a workplace culture in which we can all take pride. By working together, we can fulfill our mission of protecting the Nation's transportation systems, thus ensuring safety and security for all.

David P. Pecoske
Administrator