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Carbon Express



INTERNATIONAL LIQUID TRANSPORTATION SERVICES

Stephen J. Rush President

Date: April 26, 2022

RE: Day of Action to Promote Safety and Prevent Sexual Assault and Sexual Harassment in the Trucking Industry

Carbon Express is excited about the opportunity to partner with the Biden-Harris administration to promote safe work environments free from sexual violence and sexual harassment for trainees, apprentices and drivers.

We at Carbon Express have always taken proactive steps to ensure that all our company drivers, trainees, mechanics, office staff and administrative personnel operate in a work-place free from violence and harassment of any kind. Some of the steps already taken (and in the process of being implemented) by Carbon Express include:

- As of 2009, Carbon Express eliminated “sleeper cabs” for all company drivers. Although this decision was the result of several factors, the overwhelming reason was for the safety and security of our people. There is no doubt that the elimination of “sleeper cabs” and transition to the utilization of motel rooms has added to the driver’s safety, security and overall well-being.
- Maintaining an employee handbook, which outlines our policies on Conduct, Employee Reporting Procedures, Harassment and Workplace Violence.
- Currently in the process of updating all of workplace policies and disseminating those policies through the companies electronic document sharing software. We are committed to have this update complete within the next 90 days.
- Ensuring that all staff are familiar with the companies table of organization and the proper manner to report any incident of sexual violence or harassment.

- Committing to provide comprehensive sexual harassment training to all staff on a regular basis. This training will be tailored to the trucking industry and will utilize all tools available to ensure that such training can be applied to real world incidents.
- Educating staff on the investigative process followed whenever an incident is reported or expected to have occurred. Making certain that all staff are aware that reports can be made anonymously, in-person or by a third-party.
- Guaranteeing the confidentiality of all parties involved in the alleged incident and protecting survivors from retaliation.
- Utilizing our company Instagram account ([carbon_express_nj](#)) and website ([carbonexpress.com](#)) to publicly condemn the harmful impact of sexual assault, violence and harassment on individuals in the industry and its contribution to ongoing challenges in retaining qualified drivers to move America's goods.

Sincerely,

Steve Rush
President

FASTPORT

4/27/2022

The Honorable Martin J. Walsh, Secretary
U.S. Department of Labor
200 Constitution Avenue, NW
Washington, D.C. 20210

Dear HON Secretary Walsh:

Now more than ever, women play a vital role in the Transportation Industry, and they have answered the call to eliminate the driver shortage. Apprenticeship provides a solid career pathway for women, ensuring they receive the training and support that lead to success.

FASTPORT is a US DOL Industry Intermediary to create and enhance Registered Apprenticeship programs (RAPs), part of the Centers of Excellence, a member of the White House's Supply Chain Task Force, a member of the White House Task Force Movement: Lifecycle Pathways for Veterans and Military into Trucking, and the accelerator for the White House's 90-Day Trucking Challenge. Since 2016, we have enrolled nearly 18,000 apprentices. Many of these incredible apprentices are women, and we encourage each program under our purview to contain comprehensive sexual harassment policies and zero-tolerance policies for sexual assault and violence.

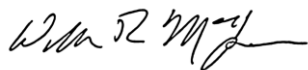
While the industry has been increasing outreach and hiring of female drivers, there is still a significant lack of representation in trucking with them currently comprising under 8% of the

workforce. We are proud to celebrate the accomplishments of the amazing women who keep America moving and look forward to welcoming many more into the industry.

To accomplish this goal of bringing more women into an industry prepared to employ them in safe working conditions, we have partnered with women-led and woman-focused industry associations such as Women in Trucking and S.H.E Trucking to listen and apply the advice provided from their expert vantage points. Part of committing to providing comprehensive sexual harassment training and policies is tailoring them specifically to the industry.

FASTPORT publicly acknowledges and condemns the harmful impact of sexual assault, violence and harassment on individuals in the industry and its contribution to ongoing challenges in retaining qualified drivers to move America's goods. We vow to be a part of the change and will help organizations with that same goal to work toward accomplishing it.

Very respectfully,



Bill McLennan

FASTPORT CEO

FedEx

At FedEx, Safety Above All is the first and foremost value in every aspect of our business, and we applaud the administration's Day of Action and focus on the important issue of preventing sexual harassment and assault in the workplace. We are committed to making our workplaces and communities safer for our team members, customers, and the public, and this philosophy is embedded in our day-to-day work through rigorous policies, continual education, engagement, and investments in technology designed to prevent accidents.

FedEx has long been engaged on workplace safety issues through our relationships with Women in Trucking, American Trucking Associations, and Truckers Against Trafficking. Our internal efforts include ongoing annual education for team members on sexual harassment prevention and engagement with women's business resource groups as part of our commitment to Diversity, Equity, and Inclusion. FedEx joined Truckers Against Trafficking as a corporate sponsor in 2018 and has rolled out trafficking prevention education to professional drivers at FedEx Freight and FedEx Ground operating companies. As a company with team members out on our nation's highways every day, safety is our top priority. We are educating our team members on what to watch for and empowering them to take a stand and help make a difference on this serious criminal issue that impacts lives across the U.S. FedEx remains engaged with industry associations such as American Trucking Associations and through its membership and presence

on the board of directors of Women in Trucking supports their efforts to promote a safe and inclusive trucking industry for women.

Grand Island Express

We at Grand Island Express feel strongly about establishing a safe workplace for all. Our mission is to promote the safety of all employees and encourage open discussion and education on the prevention of sexual harassment in our industry. One way we strive to accomplish this is by ensuring a safe training program for new drivers entering the trucking industry. Educating and highlighting our stance on sexual harassment and assault from day one of orientation exemplifies that our priority is for drivers feel safe and supported. We look forward to partnering with the Department of Labor and being an example to others in the industry on the Day of Action and in the future.

Pilot Company

Pilot Company is deeply committed to the safety and security of our team members, guests, and professional drivers. It is a top priority that our team members are educated on this important subject, and we provide training and policies to promote a safe environment. We take these issues seriously and support the industry joining together on this Day of Action

Total Transportation

Total is a proud employer that has been recognized as a three-time top company for women to work with in transportation and is known to hire around three-times more women than the national average.

As such, we are pleased to recognize April 28th as a Day of Action to raise awareness and advocate for the prevention of sexual assault and harassment in the workplace.

As a reminder to all our employees, if you ever need it, our Ethics and Compliance Hotline is available 24/7. The number is [866-674-5645](tel:866-674-5645).

In addition, we are active participants in Truckers Against Trafficking initiative. We also ensure each new hire completes Sexual Harassment and Diversity training.

We will post on our social media platforms on 4/28/22 to bring recognition to this Day of Action.

Travel Center of America

“As the eyes and ears of our nation’s highways, our team members nationwide are uniquely positioned to offer aid to individuals who may be at risk of human trafficking,” said Jon Pertchik, CEO of TravelCenters of America. “We are highly committed to promoting a culture of safety at our travel centers along the nation’s highways. Helping to close loopholes to traffickers who

seek to exploit the transportation system for their personal gain is a responsibility we take seriously, and we are committed to ensuring our team members are trained and have action plans in place to combat this horrific crime. We thank the administration for advocating for the prevention of sexual violence in the industry.”

TA is a proud leading industry supporter of [Truckers Against Trafficking](#) (TAT) and has implemented the following steps to help combat human trafficking.

- TA partners with TAT to educate its nearly 18,000 team members on the topic of Human Trafficking along with the role they play in helping to combat it. Since 2019, new hire team members have completed nearly 42,000 occurrences of the Human Trafficking Awareness eLearning through the company’s online training platforms. In 2021 alone, TA team members participated in 2,500 hours of human trafficking awareness training.
- TA is a proud participant in [TAT Coalition Builds](#), events that establish an effective and sustainable working relationship between key leaders in the trucking and busing industries and law enforcement at the state and local levels, in order to combat the crime of human trafficking. TA ensures that travel center management and team members are aware of, and attend, local TAT Coalition Builds when they come to their local communities. TA team members work with organizations including statewide task forces, state trucking associations and other agencies to implement effective strategies and actions, with the goal of closing loopholes to traffickers who so easily exploit both victims and legitimate businesses for criminal gain.
- Each team member is also encouraged to search the company’s learning management system and view a special training video that discusses the partnership between TA and TAT in combatting Human Trafficking.
- Since 2017, TA has raised over \$200,000 for TAT through fundraisers including cause marketing campaigns, team member events and direct cash contributions. TA was the first company to launch a nationwide product promotion to bring attention to the work of TAT.

UPS

Day of Action to Raise Awareness and Advocate for the Prevention of Sexual Assault and Sexual Harassment in the Trucking Industry



UPS applauds the Biden Administration and Department of Labor’s commitment to a **Day of Action to Raise Awareness and Advocate for the Prevention of Sexual Assault and Sexual Harassment in the Trucking Industry**.

In addition to joining the Administration in promoting a culture of safety for all drivers and condemning all sexual harassment, assault and violence in the trucking industry, UPS strongly believes every employee should have a safe place to work where everyone is treated with dignity and respect.

UPS is also deeply committed to helping prevent human trafficking as one way to make our communities safer. UPSers have led the charge over the last six years by helping create awareness of the issue in the transportation industry and by training over 100,000 employees and drivers annually to spot and report signs of human trafficking. Our employees have raised more than \$7 million in workplace giving to support the United Way Center to Combat Human Trafficking.

Through our collective efforts on the roads and at truck stops, we can ensure our communities around the world are safer for all.

UPS recently launched a campaign to drive out harassment and intolerance in which UPS leaders are reinforcing our values by ensuring every employee knows about our UPS policy against harassment in all its forms. The company has designated champions to help educate and reinforce appropriate behavior in our workplace. Harassment awareness campaign posters have been displayed in prominent locations in UPS facilities to highlight the importance UPS places on treating each other with dignity and respect. Positive interactions and mutual respect make UPS a great place to work.

Walmart

Sexual-harassment-prevention efforts have been a priority for Walmart for several years and extends beyond our trucking workforce to every associate in the United States. In February 2021, we took it a step further and released an updated *Code of Conduct*, followed by a new *Global Harassment and Discrimination Prevention Policy*. This mandatory prevention program includes:

- Senior executives (Global Officers) are trained on the *Code of Conduct* and on the *Global Harassment and Discrimination Prevention Policy*.
- Key business leaders create their own leadership messaging further strengthening our commitment to harassment prevention and empowering associates to speak up when they see, hear, or experience sexual harassment.
- All US- based associates are assigned *Code of Conduct* and harassment-prevention training.
- Additional online resources outline key steps for leaders (e.g., set the tone, walk the talk, check your biases, etc.) and provide talking points and scenarios. All management associates are assigned the review of these resources and the sharing of talking points with all associates.
- We utilize a tool called *Integrity Focus*, which is a monthly resource to support leaders with culture-based messaging, real-world scenarios, and key actions. Covered topics include sexual-harassment and domestic-violence prevention as well as sexual-assault response.
- All our facilities are required to have a Discrimination and Harassment Poster detailing our policies, an anti-retaliation statement, and reporting duties and channels.

Waste Management

WM is proud to partner with the Biden-Harris Administration, Department of Labor and Department of Transportation to raise awareness and advocate for the prevention of sexual harassment, assault and violence in the trucking industry. WM has zero tolerance for any form of harassment, including sexual harassment, and any form of violence. We state this in our Code of Conduct, our Policy Prohibiting Discrimination and Harassment and our Safe Workplace Policy, and reinforce this messaging with communications and annual training to all team members that focuses on how to create a safe environment of trust, respect and mutual civility

Werner

WERNER

ENTERPRISES

As part of the Day of Action to Promote Safety and Prevent Sexual Assault and Sexual Harassment in the Trucking Industry, Werner Enterprises, Inc. joins with government and industry partners in committing to eliminate sexual harassment and sexual assault. Preventing unlawful behavior and discriminatory practices in employment is among Werner's highest priorities, and Werner supports all necessary and reasonable measures to achieve this goal.

Werner is eager to collaborate with the Biden-Harris administration, Department of Labor and Department of Transportation to do our part to end all forms of sexual harassment and sexual assault in the industry. In addition to participating in this Day of Action, Werner continues its work in the following key areas:

- Promoting comprehensive company policies on sexual harassment and sexual assault
- Training all employees and executives on policies against sexual harassment and sexual assault
- Investigating all reports of sexual assault and sexual harassment within the company o Collaborating with Truckers Against Trafficking to facilitate training and education for drivers
- Partnering with American Trucking Associations to welcome more women into the industry

Werner empowers women in our workforce. In November 2021, Werner was named among the "Top Companies for Women to Work For in Transportation" by the Women in Trucking Association's

Redefining the Road magazine. This was the fourth consecutive year Werner received this recognition. Speaking about the honor, Werner's Chairman, President and Chief Executive Officer Derek Leathers said: "Women at Werner embody our Core Values and represent more and more leadership positions in the form of Driver Leaders, management and senior management roles. Currently, Werner has a 13 percent female driver population, which is nearly double the national average for trucking companies."

In conclusion, Werner is ready and willing to tackle this critical issue and looks forward to the road ahead.

Respectfully,



Gregory H. Hamm

Vice President

Werner Enterprises

Global Headquarters 114507 Frontier Road, Omaha, NE 68138 | PO Box 45308, Omaha, NE
68145

402.895.6640 | www.werner.com

Yellow

The Department of Labor's work to prevent sexual harassment and violence in the trucking industry comes at an important time, as the industry is training and onboarding new drivers at a rapid pace to address current and projected shortfalls of qualified commercial truck drivers. The Day of Action provides Yellow and our trucking industry peers with an opportunity to highlight and build upon what we individually and collectively do to prevent sexual harassment and violence.

Yellow has a zero tolerance for sexual harassment, and has a program in place for prevention/awareness training and a system for confidential reporting. Employees, apprentices and contractors of the company are all covered by this zero-tolerance policy. Yellow communicates regularly with employees to highlight the importance of respect in the workplace and creating a positive work environment for all team members.

In collaboration with our industry partners at the national and state levels, Yellow works to promote a safe and secure environment for everyone in the trucking industry. We have taken this same approach with government and industry organizations to raise awareness of human trafficking and how the trucking industry can combat it. Our collective actions as trucking industry leaders to raise awareness and address these issues sends a clear message to those considering a career in trucking that the industry takes their safety and security seriously.

Mike Kelley

Mike.Kelley@MyYellow.com

Office: **913.696.6121** | Mobile: **913.302.7808**



American Trucking Associations (ATA)



AMERICAN TRUCKING ASSOCIATIONS

950 N. Glebe Road ★ Suite 210 ★ Arlington, VA ★ 22203-4181
www.trucking.org



Office of Public Affairs

NEWS RELEASE

FOR IMMEDIATE RELEASE
April 28, 2022

Contact: [Sean McNally](#)
703-838-1995

ATA, Trucking Industry Commit to Eliminating Sexual Violence in the Workplace
Federation Recognizes Day of Action to Prevent Sexual Assault and Sexual Harassment

Arlington, Virginia – Today, American Trucking Associations’ leaders underscored the industry’s commitment to preventing sexual assault and sexual harassment in trucking as part of today’s Day of Action to Raise Awareness and Advocate for the Prevention of Sexual Assault and Sexual Harassment.

“The trucking industry strives to be as diverse and dynamic as the country we serve. To that end, ATA and its members have long committed to stamping out sexual harassment and sexual assault in our industry,” said **ATA President and CEO Chris Spear**. “Not only do we have no tolerance for these behaviors in our workplaces, we continue to work with organizations like Truckers Against Trafficking and with law enforcement groups to prevent violence against women in our communities.”

The industry's ongoing efforts to eliminate harassment and assault has contributed to an increasing number of female drivers, and other workers in the industry. A number of ATA members have specific recruiting programs aimed at [attracting women into a supportive industry](#).

“As a leader within my company and in our industry, I strive to set an example to make everyone feel welcome in trucking,” said **ATA Chairman Harold Sumerford, Jr.**, CEO of J&M Tank Lines Inc. “Trucking employs hundreds of thousands of women as drivers, technicians, dispatchers and more, and we owe it to them to ensure they feel safe in their workplaces. ATA is committed to preventing sexual harassment and sexual assault in our industry and in our communities.”

In addition to joining the Biden Administration in recognizing and condemning sexual harassment, assault, and violence today and promoting a culture of safety for all drivers, ATA is committing to

- Preventing violence against women through Truckers Against Trafficking. Over 1.3 million individuals have been trained through that program to recognize and report trafficking and support victims of trafficking.
- Promoting comprehensive sexual harassment and zero-tolerance policies for sexual assault and violence in the industry.
- Supporting efforts to ensure industry employees are aware of policies on sexual assault, violence and harassment and appropriately trained, including but not limited to board members, management, human resources, drivers, apprentices, trainees, dispatchers and instructors.
- Facilitating training so that trainees, apprentices and drivers understand how to report instances of sexual assault and violence before they get into a vehicle, and the steps companies will take to investigate and hold perpetrators accountable, including multiple confidential reporting channels and clear plans and timelines to investigate and act upon complaints.

[*American Trucking Associations*](#) is the largest national trade association for the trucking industry. Through a federation of 50 affiliated state trucking associations and industry related conferences and councils, ATA is the voice of the industry America depends on most to move our nation's freight. Follow ATA on [Twitter](#) or on [Facebook](#). [*Trucking Moves America Forward*](#).

Arkansas Trucking Association



April 19, 2022

U.S. Department of Transportation
Federal Motor Carrier Safety Administration
FMCSA Deputy Administrator Robin Hutcheson
1200 New Jersey Ave., SE
Washington, D.C. 20590

Dear Industry Partner:

The Arkansas Trucking Association is a proud supporter of the Truckers Against Trafficking's mission to end human trafficking, which disproportionately impacts women and children who are forced into the illegal and coercive sex trade.

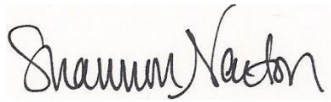
On April 18, 2017, with support from ATA and Truckers Against Trafficking, Gov. Asa Hutchinson signed into law a [bill](#) that requires truck drivers to complete training on recognizing the signs of human trafficking before obtaining their commercial drivers license. Arkansas was the first state to pass this type of legislation.

The course is administered by the Arkansas State Police or a state police-approved third party. Drivers can also complete an online certification course offered by Truckers Against Trafficking. Evidence of completion is given to the state Department of Finance and Administration. The free online course includes a 26-minute video and a 15-question quiz.

Truckers Against Trafficking began partnering with ATA in 2015, and we have encouraged our members to voluntarily train employees to know the red flags of human trafficking and how to respond when they believe someone may be in danger. Several ATA member companies including Arkansas-based ABF Freight, J.B. Hunt Transport and Walmart Transportation are sponsors of Truckers Against Trafficking.

The Arkansas Trucking Association applauds the FMCSA for their focus on sexual assault prevention and awareness and looks forward to lending their voice to this great cause on the April 27 Day of Action.

Respectfully,



Shannon Samples Newton
President
Arkansas Trucking Association

California Trucking Association

“The California Trucking Association and our members are committed to providing an environment free of sexual harassment and assault in any form, including inappropriate and disrespectful behavior, intimidation, and other unwelcome conduct both in our individual work environments, as well as in our industry.

“Through our partnerships with organizations including the California Highway Patrol, Truckers Against Trafficking, the Sacramento District Attorney, Yolo County District Attorney and other law enforcement groups, CTA has become an active participant during key events and assisted in outreach opportunities to communicate important messaging through member communications, social media, and various other platforms.

“This is why CTA is proud to join ATA, FMCSA, the White House and other industry leaders on this National Day of Action on Sexual Harassment and Assault to bring awareness and shine light on a very pervasive issue that demands immediate action,” Shawn Yadon, chief executive officer for the California Trucking Association.



Commercial Vehicle Training Association (CVTA)

The Commercial Vehicle Training Association (CVTA) is committed to reducing the incidences of sexual harassment, assault, and violence in the trucking industry. Being a safe and professional truck driver on and off the road means protecting the dignity of everyone from the dangers of sexual harassment and assault. —Bailey Wood, Pres./CEO, CVTA

Florida Trucking Association

Florida Trucking Association (FTA) is committed to eliminating sexual harassment and sexual assault, and we will continue working with our law enforcement partners and groups including Truckers Against Trafficking to prevent sexual violence and protect communities across Florida. Next week, we will be joining voices from across the nation by leveraging our social media channels in support of the *Day of Action to Raise Awareness and Advocate for the Prevention of Sexual Assault and Sexual Harassment*. FTA has been a longstanding supporter of Truckers Against Trafficking (TAT), and the Association was recognized by TAT as the recipient of the 2021 Truckers Against Trafficking Champion Award. Thousands of employees of FTA member companies have participated in anti-human trafficking trainings through TAT.

Furthermore, FTA has worked closely with Florida Attorney General Ashley Moody in the fight against human trafficking through the Highway Heroes campaign, which connects professional truck drivers with anti-human trafficking training.

In addition to our initiatives to end human trafficking through TAT and the Highway Heroes program, FTA will continue supporting efforts among our members and partner organizations to foster awareness and prevent sexual assault, violence, and harassment.



Georgia Motor Trucking Association

Georgia Motor Trucking Association's Commitment to Eliminating Sexual Harassment and Assault

As part of the *Day of Action to Raise Awareness and Advocate for the Prevention of Sexual Assault and Sexual Harassment on April 28*, the Georgia Motor Trucking Association reiterates its commitment to eliminating sexual harassment and sexual assault. There is zero tolerance for either in our industry. In fact, GMTA's policy has for decades been that the prevention of arbitrary and discriminatory practices in employment should be a vital concern to everyone. GMTA, on behalf of its members in the trucking industry today reaffirms its support of all reasonable and necessary steps to achieve the goal of equal employment opportunity for all, including eliminating these illegal activities in all employment situations.

As a testament to the trucking industry's continued commitment to eliminating harassment and assault, the number of female drivers has been growing substantially and continues to expand. Many GMTA members have dedicated recruitment programs to ensure that women are

welcomed into the industry and that our policies support their safety and security as a driver or other employee.

In addition to joining the Administration in recognizing and condemning sexual harassment, assault, and violence today and promoting a culture of safety for all drivers, GMTA will continue to work to:

- Prevent violence against women through Truckers Against Trafficking. Over 1.3 million individuals have been trained through that program to recognize and report trafficking and support victims of trafficking. GMTA has frequently hosted TAT events and education and will continue to do so.
- Promote anti-sexual harassment and zero-tolerance policies for sexual assault and violence in the industry.
- Support efforts to ensure industry employees are aware of policies on sexual assault, violence and harassment and appropriately trained, including but not limited to board members, management, human resources, drivers, apprentices, trainees, dispatchers and instructors.
- Facilitate training so that trainees, apprentices and drivers understand how to report instances of sexual assault and violence before they get into a vehicle, and the steps companies can take to investigate and hold perpetrators accountable, including multiple confidential reporting channels and clear plans and timelines to investigate and act upon complaints.

Iowa Motor Truck Association

Iowa's trucking industry is committed to proactively implementing effective initiatives and meaningful programs to improve the working environment for all employees at a trucking company. Sexual harassment, assault and violence is not acceptable at any level, in any industry and Iowa trucking companies will continue to make education, training and increasing awareness a top priority.

Brenda Neville, CAE
President & CEO



Minnesota Trucking Association



safety. workforce. business success. leadership

April 20, 2022

The Honorable Robin Hutcheson
FMCSA Deputy Administrator
U.S. Department of Transportation
1200 New Jersey Avenue, SE
Washington, DC

Dear Deputy Administrator Hutcheson:

Safety is a core value for the Minnesota trucking industry, not only on our nation's roads but everywhere our essential work takes place. As such, sexual harassment and sexual assault have no place in the trucking industry.

Women make up a growing number of the company owners, professional drivers, technicians and support staff in the trucking industry and we are proactively working to bring even more women into these critical roles.

The Minnesota Trucking Association and its member companies reaffirm their commitment to prevent all forms of sexual harassment and sexual assault to help keep the trucking industry safe for all to work in.

We pledge to continue our partnership with Truckers Against Trafficking to prevent violence against women and promote sexual harassment and zero tolerance policies for sexual assault and violence in the industry.

Your partner,

John Hausladen
President
Minnesota Trucking Association

MINNESOTA TRUCKING ASSOCIATION

6160 Summit Dr. N #330, Brooklyn Center, MN 55430
www.mntruck.org | mta@mntruck.org | 651.646.7351

Minority Professional Truckers Association, Inc.



Thank you for asking MPTA to be a part of such an important initiative. Sexual harassment is something that is near and dear to my heart, because I too have experienced it when I first start driving in 2005. MTP plan of action is to educate/train staff and members within organization and once they complete the training to have them sign a waiver to acknowledge the training. We are committed to maintain a work environment that will be courteous, respectful, and free from harassing behaviors for its employees, volunteers, visitors, interns, contractors, and members. MPTA will not tolerate any harassment of any kind, therefore, all complaints will be documented and delt with.

All managers and supervisors will be required to take the anti-harassment training every two years. MPTA will announce the mandatory to each individual person when training scheduled.

Five things MPTA will have included in our sexual harassment prevention...

1. A policy handbook that will define sexual harassment and explain what behavior is unacceptable.
2. Education and training
3. Reporting and investigation procedures
4. Proactive responses
5. A broad awareness

MPTA will do our part to overcome sexual harassment in the work place by offering a place that is safe for all those who are employees, association members, and or visitors at all times.

Motor Transport Association of Connecticut



April 22, 2022

Honorable Joe Biden
1600 Pennsylvania Ave NW
Washington, DC 20500

RE: Prevention of Sexual Harassment and Assault

Dear President Biden:

The Motor Transport Association of Connecticut (MTAC) pledges to work with the Biden – Harris administration to prevent sexual harassment and assault in the workplace. There is no place for this in any workplace, including the trucking industry.

Part of the way MTAC does this is by educating members about what state law requires, because Connecticut has been a leader when it comes to awareness and prevention of sexual harassment or assault in the workplace.

Connecticut Public Acts 19-16 and 19-93 together require that any employee (supervisors and nonsupervisors) hired after Oct. 1, 2019, must receive harassment prevention training within six months of their hiring date.

MTAC has, and will continue to, educate members about the requirements of this law. We will provide assistance to members as requested as they work to comply with these requirements, and ensure that their workplace remains free of sexual harassment and assault.

As our industry works to recruit new drivers, we want to ensure that the workplace is a safe and comforting environment. We pledge to work with the administration to prevent sexual harassment and assault in the trucking industry.

Sincerely,

A handwritten signature in black ink, appearing to read "Joe Sculley", written in a cursive style.

Joseph Sculley
President

National Minority Women Association in Transport



PRESS RELEASE

April 27, 2022

FOR IMMEDIATE RELEASE

Contact: Shana Jackson 855-669-2485

media@minoritywomenassociation.org

NMWAIT, Inc. Pledges Alongside Biden-Harris Administration, DOT and DOL to Promote and Prevent Assault and Harassment in Trucking

Laurel, Maryland – NMWAIT, Inc. is honored to partner with the Biden-Harris Administration, Department of Labor, and Department of Transportation on a Day of Action to Promote Safety and Prevent Sexual Assault and Sexual Harassment in Trucking. As NMWAIT, Inc. continues to build its strategic plan for 2022-2023 we've had the opportunity to rollout specific programs to ensure our advocacy efforts and committees have the capability to provide safety education pertaining to continued prevention and sexual assault awareness.

As part of NMWAIT, Inc.'s **We Believe Campaign Initiative**, it was pertinent that our executive team and board of directors lead the fight against staying informed and aware of the many cases that may arise in the trucking industry. We are proud to announce that the NMWAIT, Inc. Executive Team and Board of Directors are all Truckers Against Trafficking (TAT) Certified for 2022. It is our goal to ensure that our members, partners, and friends continue to spread continued awareness of the importance of providing a safe space for all genders in the transportation industry to continue to excel without fear of harassment and/or assault.

To spread continued awareness NMWAIT, Inc. has initiated the following organization partnerships, pledges, and proclamations to continuing its advocacy efforts in support of women in the transportation industry.

- Department of Transportation's Transportation Leaders Against Human Trafficking (TLAHT) Pledge, January 2022
- National Sexual Violence Resource Center (NSVRC): Sexual Assault Awareness Month (SAAM) Proclamation, March 2022

- End Violence Against Women International (EVAWI): Start By Believing Proclamation, April 2022
- Seek Then Speak Resource Center Partnership, April 2022
- M² Chapter of NMWAIT, Inc.'s We Believe Pledge, April 2022

To provide additional literature and resources in person the 1st Annual Truckers Matter² Giveback event will be held in June 2022 in Maryland. The purpose of the Truckers Matter² Giveback event is to ensure continued truck driver engagement, to hear about any grievances they may be facing, provide essential products and resources, and most importantly to provide important literature pertaining to NMWAIT Inc.'s **We Believe Campaign Initiative**.

NMWAIT, Inc. looks forward to working alongside industry leaders to ensure all genders in the transportation workforce are safe and continue to advocate against issues women currently face in the industry and ensure voices are heard.

14502 Greenview Drive, Suite 500, Laurel, Maryland 20708
www.minoritywomenassociation.org | Info@minoritywomenassociation.org

New Jersey Warehouse & Movers Association (NJWMA)

Trucking Industry's Commitment to Eliminating Sexual Harassment and Assault

As part of the ***Day of Action to Raise Awareness and Advocate for the Prevention of Sexual Assault and Sexual Harassment on April 28***, the Trucking Industry reiterates its longstanding commitment to eliminating sexual harassment and sexual assault. There is zero tolerance for either in our industry. The trucking industry today reaffirms its support of all reasonable and necessary steps to achieve the goal of equal employment opportunity for all, including eliminating these illegal activities in all employment situations.

As the Executive Director of the New Jersey Warehouse & Movers Association (NJWMA), we aim to keep our members educated on a safe workplace and inform members about sexual harassment. The American Trucking Association provides literature that we forward to our members.

As a testament to the trucking industry's continued commitment to eliminating harassment and assault, the number of female drivers has grown substantially and continues to expand. Many ATA members have dedicated recruitment programs to ensure that women are welcomed into the industry and that our policies support their safety and security as drivers or other employees.

In addition to joining the Administration in recognizing and condemning sexual harassment, assault, and violence today and promoting a culture of safety for all drivers, NJWMA will continue to follow the ATA's guidance on the following:

- Prevent violence against women through Truckers Against Trafficking. Over 1.3 million individuals have been trained through that program to recognize and report trafficking and support victims of trafficking.
- Promote comprehensive sexual harassment and zero-tolerance policies for sexual assault and violence in the industry.
- Support efforts to ensure industry employees are aware of policies on sexual assault, violence, and harassment and appropriately trained, including but not limited to board members, management, human resources, drivers, apprentices, trainees, dispatchers, and instructors.
- Facilitate training so that trainees, apprentices, and drivers understand how to report instances of sexual assault and violence before they get into a vehicle and the steps companies will take to investigate and hold perpetrators accountable, including multiple confidential reporting channels and precise plans and timelines to investigate and act upon complaints.

North American Punjabi Trucking Association (NAPTA)



Sexual Assault Prevention and Awareness Month

NAPTA, the North American Punjabi Trucking Association, is a 2,000 plus member organization with 10,000 plus trucks, advocating for issues facing the Punjabi-American trucking community.

Recently Raman Singh, CEO of NAPTA, joined the Biden-Harris Administration in Washington D.C. for discussions and key updates to the 90-day Biden-Harris Trucking Action Plan. An important part of the discussion was the importance of safe and inclusive workspace within the trucking industry.

As April is Sexual Assault Prevention and Awareness Month, NAPTA is highlighting the programs and guidelines we encourage member organizations to enact to foster awareness and prevention of sexual harassment, assault and violence.

1. NAPTA is actively exploring an anonymous reporting portal where individuals can share experiences or concerns that can be anonymously passed on to members.

2. NAPTA provides guidelines to all members for creating safe work places that have zero-tolerance for sexual assault and violence.
3. NAPTA provides resources for training employees, managers, and drivers on monitoring, reporting, and investigating instances of sexual harassment, assault, or violence.
4. NAPTA routinely discusses the importance of driver safety, and freedom from fear of sexual assault or violence at member meetings.

As the trucking and transpiration industry move forward, NAPTA is committed to supporting our drivers and company owners, to ensure they have spaces free from sexual harassment, assault, or violence.

Raman Singh
CEO, North American Punjabi Trucking Association

Rhode Island Trucking Association

“The Rhode Island Trucking Association(RITA) has proudly taken bold action as a leader in supporting the inclusion of women in trucking through the Women in Trucking/Lena Daly Scholarship program. By making these opportunities available to women, we also recognize that we have a responsibility and duty to acknowledge the very sobering reality that women in our industry are more vulnerable to assault. We also need to play a leading role in joining initiatives to thwart such vile actions.” “Accordingly, RITA and its 500 members salute Administrator Hutcheson and FMCSA for formally bringing this crisis to light through a collaborative Day of Action to advocate Sexual Assault Prevention and Awareness. This initiative comes at a time when the role of women – especially those behind the wheel – is becoming more crucial to the movement of freight and better educated and more vigilant trucking industry on issues such as this makes us a stronger trucking industry.”



South Carolina Trucking Association

“South Carolina’s trucking industry is committed to proactively implementing effective initiatives and meaningful programs to improve the working environment for all employees at a trucking company.

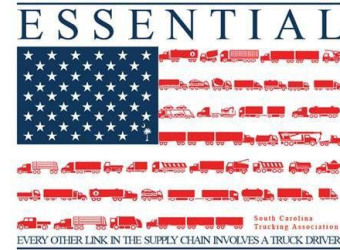
Sexual harassment, assault and violence is not acceptable at any level - in any industry - and South Carolina's trucking companies will continue to make education, training, safety, and continuous awareness a priority."

J. Richards Todd

President & CEO

South Carolina Trucking Association

www.sctrucking.org - FB: sctrucking



South Dakota Trucking Association

The South Dakota Trucking Association is in full support to spread awareness and encourage prevention for sexual assault. We know that the trucking industry often times has a front seat in being able to identify suspicious activity when it comes to human trafficking and sexual assault. We have partnered closely with Truckers Against Trafficking (TAT) to educate the trucking industry on key identifiers. SDTA is working to host the TAT 18 wheeler during our upcoming Sturgis Motorcycle Rally to encourage additional awareness.

Tennessee Trucking Association



Affiliated with the American
Trucking Associations, Inc.

Safely keeping Tennessee on the move.

Robin Hutcheson
FMCSA Deputy Administrator

RE: Sexual Assault Awareness and Prevention Day of Action

Tennessee Trucking Association
4531 Trousdale Dr
Nashville, TN 37204

Dear Deputy Administrator Hutcheson,

The Tennessee Trucking Association stands by our mission on keeping our roadways safe. In doing that we believe everyone should be treated respectfully. We don't condone any type of harassment or sexual assault. Our Association reaffirms its support of all reasonable and necessary steps to achieve the goal of equal employment opportunity for all, including eliminating these illegal activities in all employment situations.

We have partnered and worked with Truckers Against Trafficking since its inception. We believe in doing all we can to stop any type of violence.

We are committed to doing our part in preventing sexual harassment. We will continue to work with Truckers Against Trafficking and other organizations like this in our commitment to prevent this from happening.

Sincerely,

Donna England
President & CEO
Tennessee Trucking Association

Trucking Alliance



ALLIANCE FOR DRIVER SAFETY & SECURITY, LLC

Statement in Support of the Biden Administration’s “Day of Action to Raise Awareness and Advocate for the Prevention of Sexual Assault and Sexual Harassment in the Trucking Industry.”

April 28, 2022 - “During Sexual Assault Prevention and Awareness Month, the Alliance for Driver Safety & Security, also known as The Trucking Alliance, offers its’ support of the Biden Administration’s call to raise awareness and initiate efforts to prevent sexual harassment in the trucking industry’s workplace.

“Sexual harassment, assault, and abuse can happen anywhere, in any industry and the freight transportation and logistics industry is no exception. Every employee has the right to feel safe and secure in the workplace; one that is free from discrimination and harassment. That’s why Trucking Alliance member companies are committed to educating employees, advancing policies, and offering corrective measures to ensure that sexual harassment is eliminated, and every employee feels safe in the workplace.

“The Trucking Alliance is a member of the Women in Trucking Association (WIT), a leading proponent for eliminating sexual harassment in this industry’s work environment. A recent WIT survey of members revealed that women truck drivers feel least safe in rest areas and truck stops. State transportation agencies, which normally own and maintain rest areas, should provide the necessary lighting and security to ensure that all people feel safe when they have stopped to take federally mandated off-duty rest periods. Truck stops now employ security personnel to patrol parking areas.

“The Trucking Alliance applauds the Biden Administration, the Department of Transportation, and the Department of Labor for promoting a culture of safety and security for all truck drivers. A safe and secure work environment is the cornerstone of the Trucking Alliance, in both name and purpose.”



Lane Kidd
Managing Director

*The Alliance for Driver Safety & Security, also known as The Trucking Alliance, is a nonpartisan coalition of freight and logistics companies, dedicated to improving the safety and security of their commercial truck drivers while reducing and eventually **eliminating all large truck crash fatalities**. Member companies collectively employ approximately 90,000 drivers, technicians, and management professionals throughout the United States, while operating 70,000 trucks and almost 300,000 trailers and shipping containers to serve their respective customers in the supply chain.*

Washington Trucking Association (WTA)

I would like to thank USDOT/FMCSA for “taking action” for the prevention of sexual harassment in the trucking industry by having a day of focus on this issue. Here in Washington state, we have the most stringent anti trafficking laws in the nation. WTA members recently supported passage of anti-trafficking laws specific to the trucking industry and CDL holders – Washington state, to date, has adopted the most aggressive anti trafficking policy in the nation where CDL holders are concerned. We take this issue seriously, this is why we are writing to express our appreciation today for the Biden-Harris Administration, DOL, and DOT ***Day of Action to Raise Awareness and Advocate for the Prevention of Sexual Assault and Sexual Harassment in the Trucking Industry.***

A major objective for the industry and our association members is to promote the industry among underrepresented populations by encouraging women to pursue careers in trucking. In order for us to succeed in doing so, we need to ensure the industry is committed to stamping out issues of human trafficking and sexually motivated crimes. The very foundation of the trucking industry is built on family values. A person should feel safe regardless of the position they hold within the trucking industry, but especially our drivers out on the roads. A fact that can’t happen without visible support from all corners of the industry and this “Day of Action” to raise awareness and encourage support for these efforts. Thank you again for this opportunity to exhibit support and commitment to stamping out sexual assault and sexual harassment in the trucking industry.



REAL Women in Trucking



REAL Women in Trucking Association
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www.realwomenintrucking.org

April 26, 2022

We applaud the Biden Administration for bringing exposure to the important issue of sexual violence in the trucking industry. Sexual assault affects every industry and trucking is no exception. Admitting there is a problem is the first step to improving the culture. The announcement of the Biden Administration Day of Action to Promote Safety and Prevent Sexual Assault and Sexual Harassment in the Trucking Industry is a history making milestone.

Eliminating sexual violence in trucking is long overdue. Bitzy Gomez and the Coalition of Women Truckers first raised this issue of the "sleeper test" in the late 1970's and for the past fourteen years the REAL Women in Trucking have worked hard to keep the movement going along with our partner group the S.H.E Trucking Foundation. Together, we speak for thousands of individuals who have had their dream of becoming successful in the trucking industry ripped away from them after being subjected to sexual misconduct during their first few critical months in this industry.

We look forward to working with those who want to be on the right side of history and to share our immediate action points to improve sexual harassment policies with real consequences. We urge companies to step up to learn about this important topic that affects the retention of women entering truck driver training, know the laws on sexual harassment and begin to implement comprehensive training from the CEO to the entry-level driver candidates, educate recruiters to help new drivers avoid training situations where they could be affected, educate dispatchers, HR personal, safety department staff on how to properly handle these traumatic incidents and truck stop operators even law enforcement on how to deal with women who might be put off trucks in unsafe places after a violent attack. It is no longer enough to say you support women in trucking unless you are willing to do the hard work to learn where women entering trucking have been falling through the cracks during training. Retaining women as truck drivers means arming them with the tools they need for success and taking immediate action to create a safe workplace. Trucking is already one of the most dangerous jobs to hold. The threat of sexual violence from a colleague is unacceptable and has gone on far too long. This Day of Action is a day of reckoning for the trucking industry and we are appreciative to be part of this event to raise the standards of our industry.

A handwritten signature in black ink, appearing to read "Desiree Wood", is written over a yellow circular highlight.

Desiree Wood

Founder/President/Truck Driver

REAL Women in Trucking, Inc.

Truckers Emergency Assistance Responders, Inc.

S.H.E. Trucking

SHE Trucking Foundation Inc. is committed to ensuring that women are safe when entering into the trucking industry. Our organization feels that It is especially important that we guide and protect the new drivers that are embarking on a career in trucking while training with their trainers.

We stand with the White House Administration, trucking companies, and transportation organizations who take a stand against sexual assault in trucking by maintaining a zero-tolerance and sexual harassment policy.

Sincerely,
Sharae Moore, President
SHE Trucking Foundation, Inc



SHE Trucking Foundation, Inc
P.O. Box 2644
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The Truck Safety Coalition

“No one should have to fear for their personal safety at their place of employment and EVERYONE deserves to be treated with dignity and respect and have equal opportunity for career advancement. Unfortunately, this is not the case for women in trucking. Affirmative steps need to be taken to ensure women in trucking experience a work environment free from sexual violence and sexual harassment. The Truck Safety Coalition applauds White House & Congress’ efforts to make meaningful progress toward this reality and invites all stakeholders to be part of the solution.”

Women in Trucking (WIT)



Women In Trucking's mission is to encourage the employment of women in the trucking industry, promote their accomplishments, and minimize obstacles faced by women working in the trucking industry.

Statement of Support for the Department of Labor's Day of Action

The Women In Trucking Association, Inc. (WIT) is a nonprofit, IRS 501(c)(6) organization with over 6,500 corporate and individual members in ten countries. Since our inception in 2007, our mission has included the goal to address obstacles that might keep women from entering the trucking industry, or from succeeding in a transportation role.

In 2017 the FMCSA initiated a project to research harassment against female and minority drivers (renewed in 2020) called [Crime Prevention for Truckers](#). We are awaiting the results of this campaign to be released soon.

To better understand the prevalence of harassment against our female driver population we initiated a survey late in 2021 which collected the responses of 437 professional drivers. When asked if the respondent felt that trucking was a safe industry for women, 54% agreed, and 18 percent disagreed.

One of the concerns expressed by drivers was the training situation when it involves opposite gender trainers. More than half (52%) felt that a same gender training policy would encourage more women to pursue a career as a driver (only nine percent disagreed).

The Women In Trucking association advocates for a [same gender training policy OPTION](#) for motor carriers. Currently trucking companies who do not have sufficient female trainers are unable to provide this option due to an EEOC ruling against a carrier that provided male trainees more opportunities to work for them due to a delay in securing female trainers.

The trucking industry is the only mode of transportation that does not allow separate sleeping and living quarters for opposite genders. Unfortunately, this has led to an environment that could lead to harassment or assault, as reported by the survey respondents. More than 67 percent of the drivers reported being subjected to verbal offenses, with 52 percent reporting the comment as threatening. Over twenty percent of those in the survey reported being threatened with a weapon and 46 percent said they had experienced unwanted physical advances.

We have created a series of White Papers based on research conducted with our members which is available to the media, trucking companies and government entities. Our White Papers are [available on our website](#).

To educate our members on personal safety we offer sexual harassment training at our events by [the Survive Institute](#). Hundreds of our members have been trained in personal safety and how to avoid being a victim of assault through our programs.

In 2011 WIT partnered with J. J. Keller & Associates, Inc. and created an Anti-Harassment Employment Guide which we offer free to our corporate members. I am attaching a copy to this email for your reference.

As an industry, we need to protect the personal safety of our drivers, particularly our more vulnerable female drivers. Our board of directors has agreed to invest in a partnership with [RAINN](#) (Rape, Abuse, and Incest National Network), the nation's largest anti-sexual violence organization. We have committed to supporting research to be conducted by RAINN to determine the extent of harassment against professional drivers. Our goal is to create a toll-free hotline for transportation workers to call if they experience sexual harassment or violence.

In our survey of drivers, we asked them where they felt least safe, and the top response was in rest areas (85.5%) and truck stops (86.8%). We approached the truck stop industry to help us create an awareness campaign called, "Hear Something, Say Something," to educate drivers in bystander awareness. This project is still in the initial stages until support from the truck stop industry is secured.

We feel the time is way overdue to address sexual harassment and assault in the trucking industry. In June of 2011 I met with Lynn Rosenthal, who was the White House Advisor on Violence Against Women and Judge Susan Carbon, who served as Director of the Office on Violence Against Women at the Department of Justice who both agreed more needs to be done to address harassment against our professional drivers.

The Sexual Assault and Prevention Month Day of Action is a project that we feel strongly about supporting, but more importantly, we feel it will benefit our efforts to provide a safer environment for all professional drivers.

Sincerely,



Ellen Voie, CAE
President/CEO

Women In Trucking Association, Inc.
P O Box 400, Plover WI 54467-0400

888-464-9482 ellen@womenintrucking.org