

# DOT Today

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U.S. Department of Transportation

Moving America Together

## DOT Town Meeting With the Vice President

### "Where the Rubber Meets the Road"

Vice President Al Gore was gathering information "where the rubber meets the road" — to use his own words — when he came to DOT on May 11. He was at headquarters to get ideas from employees to improve the performance of government, part of the President's "reinventing government" process. The town meeting at the department was one in a series of visits the Vice President is making to federal agencies. Mr. Gore told the more than 200 DOT employees assembled that this review is different from any other government-wide effort ever conducted, precisely because it's not being done by "outside experts" but by the people who know the federal government the best — its employees.

"We have to change our approach to government," he told the participants and hundreds more employees watching him on DOT's closed-circuit television, TV-TEN. "It's not going to be easy, but we have to do what so many in private industry have done: join the quality revolution by tapping into the creativity of our work force."

During the one-hour session, employees from all operating administrations and all levels shared with the Vice President suggestions to improve the way their organizations work. At one point, the Vice President asked, "How many think there are too many layers of middle management?" and got a large show of hands response. Later, he asked, "How many of you have ever had a surplus at the end of the year that you were told to spend?" Employees brought up subjects ranging from improving elevator service in the Nassif Building



Photos by Jay Carroll

to reducing the number of layers of approval and changes requested in correspondence involving congressional inquiries. Laughing that no one would come down hard on employees who were seen sharing suggestions with him on TV, the Vice President quickly got the trust of the audience. The discussion was open, warm and lively.

DOT is playing a major role in President Clinton's initiative, with several employees serving on government-wide teams. In addition, the department has organized teams from each operating administration and six multi-modal teams working on cross-cutting issues have been hard at work developing recommendations to improve the quality and cost-effectiveness of services provided to our customers — both internal and external.

Prior to the town meeting, the Vice President and Secretary Peña met with those teams and expressed their appreciation for the work they are doing this summer. To conclude his morning at DOT, the Vice President visited with the more than 300 employees who had watched the town meeting on TV-TEN in the DOT cafeteria. The Transportation Department Performance Review was officially kicked off by Secretary Peña on April 26 at an orientation session for the approximately 100 DOT employees serving on the internal review teams. In addition to the Secretary and Chief of Staff, Ann Bormolini, guest speakers included Bob Stone and Billy Hamilton, repre-

continued page 2

## National Safe Boating Week

June 6-12

The week of June 6 is targeted by the National Safe Boating Council (NSBC) to launch a year-long media campaign to give boaters information on how to safely enjoy their sport. Members of the council, including the U.S. Coast Guard Auxiliary, will sponsor local exhibits and special programs on safe boating with the theme, "Boat Smart."

Through a grant program provided by the Aquatic Trust Fund and managed by the Coast Guard, the NSBC has been able to support various grassroots activities of many volunteer groups around the country that promote boating safety. This year there is special emphasis on buckling up — in approved personal flotation devices (PFDs) or life jackets — especially for children on board. Here is some of the good advice the campaign has to offer boaters: (continued on page 3)



- \*According to the U.S. Coast Guard, more than 80 percent of boating fatalities involve people not wearing PFDs. Many of these fatalities are children. The American Pediatrics Society lists drowning as the number one cause of death in children.
- PFDs come in child weight ranges. Choose the right weight range for your child.
- Chest size might be specified, so measure your child under the arms.
- Fasten the PFD snugly and lift at the shoulders. If it gives more than 3," it's TOO BIG.
- Let your child test the PFD in shallow water.
- Let your child get used to wearing the life jacket.
- Choose bright colors.
- PFDs are not babysitters. Never leave your child alone on the water.

- \*Take a safe boating course.
- A smart boater recognizes the importance of taking a safe boating course to sharpen and enhance boating skills and knowledge. Many classes are offered by state boating agencies and volunteer organizations (including the U.S. Coast Guard Auxiliary). Local cable TV channels usually run a list of classes on their calendar of events, or you can call the local Coast Guard Auxiliary or the Boat/U.S. Foundation Courseline at 1-800-336-BOAT.

## INSIDE

2

More Key Appointments

5

Confronting Sexual Harassment

7

Beware the Summer Sun

# More Key Appointments at DOT Announced

President Clinton has announced the appointment of **Richard Mintz** as assistant to the secretary and



Richard Mintz

director of public affairs. Mintz was director of communications for the Presidential Inauguration Committee, where he served as principal spokesperson, coordinating media coverage of all inaugural activities.

From October 1991 to November 1992, he served as a senior member of the Clinton-Gore campaign staff. Previously he was media director for the National Abortion Rights Action League. He holds a bachelor's degree from Union College in New York.

The President also announced his intention to nominate the following: **David H. Hinson** as Federal Aviation Administration administrator, **Gordon J. Linton** as Federal Transit Administration administrator, **Frank Kruesi** as Assistant Secretary

for Domestic Transportation Policy, and **Louise Stoll** as Assistant Secretary for Budget and Programs.

Hinson, executive vice president of marketing and business development for Douglas Aircraft Co. in Long Beach, Calif., was also co-founder of Midway Airlines. He began his aviation career as a pilot with Northwest Airlines after three years as a carrier-based fighter pilot in the Navy. At age 28, Hinson became United Airlines' youngest flight instructor. Hinson received his undergraduate degree from the University of Washington, and a graduate degree in business administration



David H. Hinson

from Stanford University.

Linton, comes to DOT after serving more than 10 years in the Pennsylvania House of



Gordon J. Linton

Representatives, where he became the legislature's chief public transportation advocate, having sponsored and successfully engineered into law the state's first dedicated funding source for mass transit. He holds a bachelor's degree in economics from Pennsylvania's Lincoln University and a master's degree from Antioch University.

Kruesi was chief policy officer for the Office of the Mayor in the City of Chicago, where he was responsible for developing programmatic and legislative initiatives. Before that, he

was executive officer of the Cook County State's Attorney's office. Prior to joining city government, Kruesi was issues director for Richard Daley's mayoral and state's attorney's campaigns. He is a cum laude graduate of Middlebury College and received a master's degree in political science from the University of Chicago.

Stoll is currently senior vice president and regional manager for O'Brien-Kreitzberg, a nationwide construction management firm specializing in major public works projects. She has full operational, administrative, financial and business development responsibilities for the firm's California and Chicago regions. Stoll has both bachelor's and master's degrees from the University of Chicago, and a Ph.D. from the University of California, Berkeley.



Louise Stoll

## Secretary's West Coast Trip Focuses on Intermodal Issues

Last month, Secretary Peña traveled to the West Coast, where DOT awarded more than \$1 billion in federal funds to extend Los Angeles' first modern subway. The grant will cover almost half the total cost of the third segment, which will connect North Hollywood, East Los Angeles and the Mid-City area.

The large grant reflects President Clinton's commitment to mass transit, and responds to area concerns about congestion, air pollution and the need for community economic development.

The entire subway project will cover more than 21.5 miles and is scheduled to be completed by the year 2000. The first leg of the subway, which includes five stations, already has a daily ridership of about 13,000; the second, a 6.7-mile segment, is scheduled to open in two phases, between 1996 and 1998. The third leg will allow the extension of the Red Line into North Hollywood, Mid City and East Los Angeles, where there are many Hispanic and African-American communities in need of public transportation.

The Secretary's two-day visit also included a speech to traffic engineers at the 45th California Transportation Symposium in Costa Mesa, where he voiced his support of high-speed rail between San Diego and Los Angeles. The Secretary said initial federal funds in the high-speed rail area would go to tech-

nology research, which "has significance for defense firms" in southern California that are now beginning to move to non-military projects.

In a question-and-answer session with transportation planners, the Secretary emphasized intermodal issues. "Given our government's limited resources, we need to get the biggest bang for our buck," he said, focusing on the idea of identifying priority national intermodal corridors that could be targeted for federal funding. "It is not only a California issue," Peña told the group. "It's a national priority."



## Vice Presidential Visit

(continued from page 1)

# DOT Today

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This is your publication, and we value your input.

If you would like to submit letters, comments or articles, please address them to: Editor, DOT Today, OST, Office of Public Affairs, A-20, Room 9419, 400 Seventh Street, S.W., Washington, D.C. 20590. (202)366-5578; FAX (202)366-3703.

The deadline for the July 1993 issue is June 21.

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recyclable



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senting the teams at the White House working on the National Performance Review, and David Osborne, co-author of the best seller "Reinventing Government."

Since the town meeting, the internal review teams have been extremely busy fact finding, analyzing data and employee input from the Transportation Performance Review Hotlines, interviewing customers, and developing recommendations. So far, the departmental hotline, 1-800-433-4920 and a fax line, 1-800-433-4919, have logged over 500 ideas for doing things better at DOT. Callers have included a sizable number of regional office and field employees. Planned town meetings in several DOT facilities will give these employees additional opportunities to participate in the DOT performance review. All suggestions are valued, so keep them coming and stay tuned for further developments in upcoming DOT Today issues.

## DOT PERFORMANCE REVIEW CORE QUESTIONS

These are the kinds of questions being asked by the review teams about DOT programs:

- Does the program/process/statute/regulation/organization make sense?
- Does it provide quality customer service?
- Does it waste taxpayer dollars?
- Does the program allow innovation and delegation?
- Is the program using today's technology?
- How does the program interact with related initiatives in other federal agencies?
- Is the program broken and can it be fixed?
- If it cannot be fixed, can it be eliminated?

## "Bienvenido Secretary Peña" ...



...was heard throughout DOT headquarters as Hispanic employees got together for a traditional Cinco de Mayo celebration. Sponsored by the Hispanic Employees Council, the National Hispanic Coalition of Federal Aviation Employees and the U.S. Coast Guard Hispanic Employees Council, the event was open to all employees to welcome the Secretary and his staff. More than 170 enjoyed Hispanic cuisine, and entertainment by Jorge Anaya of Latin Rhythms, and helped celebrate the success of Secretary Peña's first 100 days in office.

## Aviation Panel Gets Underway

On May 24, The National Commission to Ensure a Strong Competitive Airline Industry, a panel that will make recommendations on how to help the airline industry, met for the first time. The commission includes 15 voting members appointed by the President and 11 non-voting members and is chaired by former Virginia Governor Gerald Baliles. Members are:

Russell Meyer, chairman and CEO, Cessna Aircraft Co.; Felix Rohatyn, general partner with the investment banking firm of Lazard Freres & Co.; Herbert Kelleher, president and CEO, Southwest Airlines; Robert Daniell, chairman and CEO, United Technologies Corp.; Bette Anderson, president, Kelly, Anderson and Associates; Sylvia de Leon, partner, Akin, Gump, Strauss, Hauer and Feld; Gina Thomas, managing attorney for international and regulatory affairs, Federal Express Corp.; Charles Barelay, president, American Association of Airport Executives; Abraham Sofaer, partner, Hughes, Hubbard, and Reed. John Peterpaul, general vice president for transportation, International Association of Machinists and Aerospace Workers; J. Randolph Babbitt, president, Air Line Pilots Association; Sandra Pianalto, first vice president, Federal Reserve Bank, Cleveland; John Robson, Lister Crown Distinguished Faculty Fellow, Yale University; and Daniel Kasper, director of

transportation practice, Harbridge House, Inc.

Non-voting members include five senators and five representatives: Sen. John Danforth (R-Mo.), Sen. J. James Exon (D-Neb.), Sen. Slade Gorton (R-Wash.), Sen. Ernest Hollings (D-S.C.), Sen. Patty Murray (D-Wash.), Rep. Robert Borski (D-Pa.), Rep. Maria Cantwell (D-Wash.), Rep. Richard Gephardt (D-Mo.), Rep. Newt Gingrich (R-Ga.) and Rep. Bud Shuster (R-Pa.), along with Laura D'Andrea Tyson, chair of the President's Council of Economic Advisors.

President Clinton attended the meeting, giving the members a thumbs up and stressing how important this industry is to the

## National Commission To Ensure A Strong Competitive Airline Industry

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economy. "A lot of work on things I've tried to come to grips with in the last four months will be substantially undermined unless we have a vibrant aerospace sector," the President told the group. "It is critical to building a high-wage future for America."

Among the issues to be considered include easing of restrictions on foreign ownership of U.S. carriers, changes in bankruptcy laws and barriers to foreign markets to help the airlines, which have lost \$10 billion during the last three years. The commission plans to make its recommendations to the President in late August.

# BOAT SMART

(continued from page 1)

### \*Boating and Alcohol Don't Mix

Alcohol has long been associated with boating, but the combined effects of sun, wind, noise and boat motion tend to sneak up on you even when you haven't had a few. Boaters become less aware of serious boating problems such as speed, other boats, wake, and changes in the weather. Judgment is seriously affected. According to Coast Guard statistics, alcohol was involved in about 50 percent of boating fatalities nationwide in 1991. What can you do? Don't drink and boat. But, if you do — have a designated driver on the boat and remind the rest of your crew to drink responsibly.

### ALCOHOL CAN KILL



### ANCHOR SMART. OR HOW NOT TO GO BUMP IN THE NIGHT.



### \*Heed the Weather

If you are planning a day on the water, get the latest weather forecast, and heed any warnings. There are many excellent sources of accurate reports. Local newspapers, radio and television broadcasts, and the National Weather Service are all good. When you're underway, notice if the wind picks up, and look for cloud buildup. Bad weather can occur even with a fair forecast; and squalls and thunderstorms can be serious dangers to those caught off guard.

If you run into foul weather, have everyone don their PFDs, reduce speed and head for the nearest safe shore or harbor. Head toward the waves at a slight angle to keep water out of the boat, and seat passengers low and near the boat's center. If the engine fails, use a sea anchor to hold the bow upwind in open water.

### STAY ON TOP.

BOAT SMART.



### \*Canoeing Safely

What should be a pleasant day on the river or lake may become a tragedy for someone unaware of certain facts:

Wear proper clothing when canoeing. Cold water causes hypothermia.

Low head dams are especially dangerous and may come up unexpectedly. The waves on its downstream side are a death trap that can pin a boat or person against the face of the dam.

Swollen rivers carry logs and other debris that can become a "strainer," trapping you or your boat while the water flows through.

If your canoe capsizes, stay upstream of it to keep from getting caught between it and a rock.

Never try to stand in the water in a fast current. Your foot could get trapped between rocks and the current can keep you from freeing yourself.

A PFD can save your life. Make sure you have the proper size and type and WEAR IT.

### A FOOL AND HIS BOAT SOON PART.



### Safety and Water Sport

Boaters

Anglers and hunters often use boats, even though their sport is not boating. According to Coast Guard statistics, about half of all boating fatalities in 1991 involved falls overboard or capsizes of small, open motor boats on lakes, reservoirs, and ponds. People load up their gear for a day of fishing or hunting, with little thought of tipping the boat. Or water fowl hunters use the boat as a shooting platform and give no thought to drowning or hypothermia if they fall in.

Many sportsmen don't wear their flotation devices — they sit on them! Boat Smart. If you fish or hunt from boats, take a safe boating course and wear your life jacket.

# AWARDS AWARDS! AWARDS!



(L to R) -Jon Seymour, assistant secretary for administration, presents the award to Joseph Kerner, director, office of procurement services and Robert L. Carpenter, chief, procurement operations division, Federal Railroad Administration.

**The 1993 DOT Award for Procurement Excellence** has been unanimously awarded to the Procurement Division of the Federal Railroad Administration's Office of Procurement Services. The division was recognized for its innovative use of the Broad Agency Announcement (BAA), "Maglev Technology Assessment" and the multiple Award RFP, "System Concept

Definition." Through the BAA process, 28 contracts were awarded for a wide range of projects in two months—with 22.2 percent of all contracts going to small businesses and 22 percent of the total funds being awarded to small businesses. The multiple award RFP allowed the office to select from a large pool of concepts rather than being limited to choosing only one among several viable and innovative approaches.

#### **DOT Employee Receives Prestigious Award from Defense Agency**

Eleanor A. Hunter, operations research analyst, National Highway Safety Administration, was recently named Defense Logistics Agency Junior Air Force Reserve Officer of the Year and presented with the Department of Defense Joint Services Commendation Medal Award for her contribution to the DLA while serving as an Air Force Reserve Officer at their Washington headquarters. Hunter was recognized for developing a highly complex traffic system for DLA's highest transportation priority: the overnight and second-day delivery of small packages to U.S. military services throughout the continental U.S., Hawaii, Alaska and Puerto Rico.



#### **FAA Employee Named "Innovator of the Year"**

Shelia Bauer has been named "Innovator of the Year" by the Boston Federal Executive Board for her work with the FAA. She manages the aviation education program in New England, targeting students and teachers in six states. Bauer was honored at the annual Excellence in Government Awards ceremony on May 18 in Boston. Bauer spearheaded the development of the Massachusetts Aviation Education Council, a



consortium of 25 education, industry and professional groups, and established 15 aviation education resource centers through partnerships with industry, state and federal agencies and public education institutions. She also introduced the country's first "Careerport at Airports" at Barnes Airport in Westfield, Mass., and now has four others in the region offering aviation career information. A private pilot with instrument and multi-engine ratings, Bauer joined the FAA in 1991. She currently holds positions on aviation education advisory councils in five New England states.

#### **DOT Employee is Connecticut Secretary of the Year**

Thea D. Ness, secretary to the Federal Highway Administration's Connecticut Division Office Administrator, was selected as the Connecticut Federal Secretary of the Year, and honored May 5 in a ceremony hosted by the Connecticut Federal Executives Association. She successfully competed with other professional secretaries from every federal government agency throughout the state of Connecticut.

## WAY TO GO

### A Message from Secretary Peña:

A few years ago, one of my predecessors established the "Way-To-Go" award to recognize specific contributions, beyond the usual, by DOT employees. I fully support the intent of this award and want to continue the tradition of letting our employees know they are valued members of the team.

Let me emphasize the "Way-To-Go" award is not intended to be a substitute for any incentive awards or performance awards. Instead, the award is intended to recognize a particular accomplishment or a specific act of humanitarian service.

My respect for the high caliber of DOT employees is sincere, and I want to take as many opportunities as possible to thank you personally for your fine efforts.

Supervisors: I encourage you to submit names of employees — at all levels — who merit this award.

Nominations should be sent to me through the departmental Director of Personnel (M-10)



#### **Dennis Bennett, OST**

For his dedication to meeting the department's drug-free workplace objectives and for his courteous and efficient manner in responding to requests for information on the newly proposed alcohol misuse and testing regulations imposed by DOT. "This is my first presentation of the pin, and I am delighted to continue the tradition of letting DOT employees know they are valued," said Secretary Peña.

#### **Maria Lameiro, Office of International Transportation and Trade**

For completion of negotiations with Mexico on the agreement to help charter and tour bus services and to express appreciation for the leadership she showed as head of the U.S. delegation. "Your rapport with your Mexican colleagues, combined with your Spanish language abilities, facilitated development of the two-language text and generated

good will on the other side of the table as well," said the Secretary.

#### **Dr. James W. Boone, Federal Railroad Administration**

For his leadership role in the Houston Cooperative Emergency Planning Project, "Operation Respond." Congressman Greg Laughlin wrote to Secretary Peña about Boone, citing his excellent briefing, as well as the spirit of cooperation he witnessed among DOT, the railroads serving the Gulf Coast of Texas, and other emergency response representatives. "Your performance typifies the best efforts of the men and women who work to carry out our transportation safety and environmental agenda," said the Secretary.

#### **Nancy C. Harris, Office of Intermodalism**

Harris recently received the Navy's Superior Public Service Award. Secretary Peña presented the Way-To-

Go pin to Harris to commend her on a "continued high level of performance in advancing intermodal activities critical to moving our nation into the 21st century." Harris was MARAD's Defense Logistics Liaison Officer on the staff of Vice Admiral Loftus (Deputy Chief of Naval Operations) from 1988 to 1992.

#### **Peter Argen, Office of Motor Carrier Safety, Federal Highway Administration**

Argen participated in an investigation conducted by the Inspector General's office and thwarted a bribe by a trucking company representative in Ontario, Canada. "Because of your integrity and willingness to assume the risks involved in executing FBI-monitored telephone calls and a personal meeting in which the bribe offer was made, a criminal was brought to justice and the public's safety interests were well served," said the Secretary.

## Airshows From East To West This Year

FAA's vintage DC-3 and flight inspection aircraft are favorites at airshows across the country. This year's exhibit — revitalized by the Office of Aviation System Standards — is more attractive and designed to increase public awareness about the FAA. To get up close and personal with the planes and exhibit, check out these dates and locations:

#### • Aerospace America

June 18-20  
Oklahoma City, Oklahoma

• Reno Air Races  
September 16-19  
Reno, Nevada

• Concord International Air Festival June 26-27  
Concord, New Hampshire

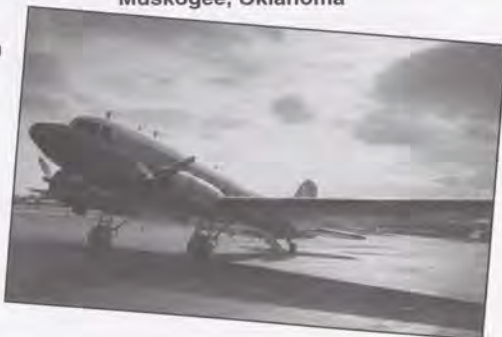
• Joplin Regional Airport Open House October 2  
Joplin, Missouri

• Hibbing-Chisholm Aviation Day July 17-18  
Hibbing, Minnesota

• Muskogee Air Show  
October 9-10  
Muskogee, Oklahoma

• Experimental Aircraft Association Convention July 29-August 4  
Oshkosh, Wisconsin

• Salt Lake City Expo  
August 28  
Salt Lake City, Utah





Lance Strozler

## BACK OFF!!

### DOT Employee Publishes Book on Confronting Sexual Harassment

Marty Langelan, like millions of other Americans, watched the testimony of both Clarence Thomas and Anita Hill before the Senate Judiciary Committee in 1991. In the aftermath of the hearings, many women who had been harassed for years started speaking out. "Almost every woman has a story," says Langelan, a senior aviation economist in the Office of the Secretary. "Most have several. And, very few have ever filed formal charges against the harasser."

"Harassment is a social practice, a type of behavior that has a long history," says Langelan, who is a self-defense instructor and past president of the D.C. Rape Crisis Center. "While the basic techniques for confronting harassers are not difficult, applying these skills personally is no simple matter. It takes practice on the woman's part — knowing what to do and being ready to deal with the behavior when it happens. Using confrontation skills can stop harassers in their tracks."

Langelan has been teaching confrontation classes on sexual harassment for the past 10 years, training women in direct-action techniques for dealing with harassment on the

street and on the job. She also teaches self-defense classes for women and children, conducts the Center's sexual harassment seminars for government agencies and corporations, and has testified on behalf of women's organizations in local government and congressional hearings. "Women have been incredibly creative in finding ways to stop harassers," she explains, "so why not write about what works? I thought it was time to take some positive, productive action."

Three weeks later, publishers were bidding on her concept for a book — and Simon and Schuster won. What next? She had to write it. The first thing she did was contact some of her students and fellow instructors around the country. Then some of the volunteers from the Rape Crisis Center pooled their own money and sent out letters to women's groups asking for success stories. The response was overwhelming. Hundreds of stories came pouring in from all over — and even from places like Germany and Thailand. "I knew the network was amazing when on the same day I received stories from women in Alaska and Florida," says Langelan.

Written during a brief leave of absence and in her "free time" over the last year, the book will be published in July. "Back Off: How to Confront and Stop Sexual Harassment and Harassers," is not about revenge or combating harassment with violence. Instead, it contains more than 75 real-life stories from women who have been successful in using honest and direct tactics to stop harassers. The stories range

from an eight-year-old who successfully stood up to two young harassers on the playground to a group of women in California who won a \$1.6 million lawsuit against a landlord for sexually harassing dozens of his tenants. It also includes a chapter on "the good guys" — men who speak up at work or at school when the women around them are harassed — and an international section on some of the tactics women have come up with to stop harassment around the world.

#### Psychological Judo

The techniques for confronting harassers presented in Langelan's book are based on the power dynamics involved in harassment situations. "Like the nonviolent tactics used by civil rights activists in the '60s," says Langelan, "harassment confrontation techniques are designed to stop oppressive behavior by (a) shifting the balance of power in the interaction, (b) freeing the less powerful person from the role of victim, and (c) creating strong incentives for the harasser to change his behavior. Confrontation tactics often work like psychological judo, using the harasser's assumptions against him to flip the power dynamics."

Confrontation, according to Langelan's book, involves some very specific actions.

1. Name the behavior clearly. Understand what the harassment is and label it accurately when it happens. Name-calling and cursing don't work. Naming the behavior does. Say out loud exactly what he just did.
2. Hold the harasser accountable for his actions. Don't make excuses

for him, don't pretend he didn't mean it, don't pretend it didn't happen. Take charge of the interaction.

3. Make honest, direct statements. Be calm, firm, and specific.

4. Reinforce your statements with strong, self-respecting body language. Look the harasser in the eye; put your head up and your shoulders back. Timid, submissive body language will undermine your message.

5. Respond at the appropriate level. Fine-tuning takes practice, but it's not usually necessary to blast the guy in order to be effective. Verbal harassment gets a strong verbal response; physical harassment (such as a hand on your body) requires a dual response (physically remove the hand as you make your statement).

6. Strengthen your statements by making it clear that you're speaking for many women. Objecting to abusive behavior is a matter of principle. It is not just your personal whim, and it's not just that you're "touchy."

Langelan, who has been using the techniques herself for years, says that a calm, clear, direct confrontation usually comes as a shock to the harasser; upsetting his most basic expectations about how the victim will behave. Some harassers are so surprised that they apologize on the spot.

Part of the proceeds from the book will go to the D.C. Rape Crisis Center. Langelan will go on the "book circuit" this summer giving interviews, doing signing sessions at book stores, and then what's next? More aviation economics, finishing up a year as a DOT Fellow, and standing up to all challenges that come her way.

## Promoting High-Speed Rail Ground Transportation

By John F. Fitzpatrick

On April 28th, Secretary Peña, flanked by a bipartisan group of Congressional supporters, unveiled President Clinton's proposed legislation to support a new high-speed ground transportation initiative. The President, a strong advocate of high-speed rail, is proposing a comprehensive, five-year, \$1.3 billion plan to develop improved high-speed intercity ground transportation.

The plan represents a major step toward making good on the vast economic, environmental and technological promise of high-speed ground transportation.

In announcing the plan, Secretary Peña said, "This new policy is a bold step into the future — a step that will help reinvigorate our economy, spur technological innovation, and improve the quality of life of Americans. "High-speed rail," he added, "can cut down on pollution, ease costly travel delays, and complement air travel routes to create a seamless intermodal transportation network."

The Administration's plan includes the following proposals:

- a new financial assistance program to assist states, local governments and the private sector in developing high-speed rail corridors

outside of the Northeast rail corridor;

- a five-year commitment for continuation of the Northeast Corridor Improvement Project;
- a program to develop high-speed steel wheel on steel rail technologies;
- a program of applied research to support development of high-speed ground transportation;
- elimination of the restrictions on the use of state or local tax free bonds to support construction of high-speed rail systems; and
- initiation of a magnetic levitation (maglev) prototype development program.

The message at DOT is loud and clear: High-speed rail should be elevated as an option to meet future transportation needs. The department is actively working with state, local and private sector groups to deliver on the promise of high-speed rail technology.



Amtrak will soon begin to test the German InterCityExpress, known as the ICE, ultra-high speed train along the Northeast Corridor from New York to Washington, D.C. Passenger service is scheduled for October and November. Since the introduction of the ICE in Germany just two years ago, the futuristically designed train has attracted some 20 million passengers. Passenger volume has increased by 30 percent on the Frankfurt-Munich run, comparable in length to Amtrak's New York-Washington, D.C. route.

## NHTSA Honors Outstanding Highway Safety Programs



On May 12 Secretary Peña honored 14 highway safety programs from around the country through the first ever Administrator's Highway Safety Program of Excellence awards. The awards recognize outstanding projects funded under NHTSA Section 402 grants, established by Congress to encourage innovative highway safety efforts in states and communities around the country. All NHTSA regional administrators participated in the ceremony in Washington, D.C.

These programs "exemplify what the President means when he says government must steer more and row less. We are here to single out those who are already steering," the Secretary said, "the men and women whose fresh ideas, energy, and commitment help make our highways and our communities safer." John D. Macomber, chair, council for Excellence in Government, also made brief remarks.

A brief description of each award-winning program follows:

- **LIFE II Collegiate Alcohol Abuse Prevention Project, State of Nebraska** A comprehensive alcohol abuse prevention initiative designed to reduce

gram providing training to police on the proper techniques and operation of videotape equipment used in roadside DWI enforcement activities.

- **Pedestrian Education and Driver Safety, Marlborough, Massachusetts** A comprehensive program that utilizes enforcement, engineering and public education to improve pedestrian safety in the downtown area.

- **Cooperative Multi-Agency Traffic Safety Enforcement Effort, Cedar Rapids/Linn County, Iowa** An initiative involving local police, the county sheriff's office and the State Patrol targeting alcohol, speed and occupant protection countermeasures.

- **"Ride Sober" Campaign, State of Ohio** A statewide pro-

ject using an intervention theme at the point of alcohol sale to encourage motorcyclists not to drink and drive.

- **"Please Be Seated," State of Virginia** A statewide mail-in postage paid "report card" program specifically created for concerned citizens to report alleged violations of Virginia's child safety seat law.

- **Riverside County Seatbelt Project, Riverside County, California** A three-year traffic safety belt project designed to impact all age groups in the county.

- **Enhanced 911 System, State of New Hampshire**

- **Traffic Records Data Center, State of Washington** A program that quickly and inexpensively accesses and

links numerous traffic record data bases, making unprecedented safety policy analysis possible.

- **Twin Falls Accident Reduction Program, Twin Falls City, Idaho** A program that provides grants to the local health district and police agency to increase seat belt use and decrease the accident injury rate.

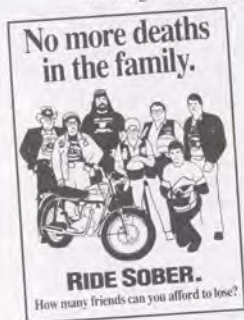
- **Grand Junction Community Traffic Safety Program, Grand Junction, Colorado** A comprehensive program developed to improve the quality of life in the community through safer highways.

- **Party for Life, Albany, New York** A project that shows high school students can play and important role in disseminating traffic safety information.



- **Youth Accident Prevention Program, Central Arkansas** A four-day program primarily for high school students focusing on the importance of seat belt use, the effects of drinking and driving and injury prevention in eight targeted counties.

- **"Highways or Dieways?" State of South Carolina** A statewide, multi-media traffic safety campaign created to reduce traffic fatalities, especially among drivers under the age of 30.



**No more deaths in the family.**  
**RIDE SOBER.**  
How many friends can you afford to lose?  
high risk alcohol use among students on all 26 Nebraska college and university campuses.

- **Mobile Videotaping DWI Offenders Program, State of Texas** A statewide pro-

## A Visit to the Vehicle Research Center, Insurance Institute for Highway Safety

by Susann Lee White

Crash testing automobiles has taken on a whole new dimension since the Insurance Institute for Highway Safety (IIHS) opened its Vehicle Research Center (VRC) about 20 miles north of Charlottesville, Virginia.

National Highway Traffic Safety Administration (NHTSA) employees and their private industry counterparts who attended the recent Society of Automotive Engineers (SAE) meeting got a firsthand look at this new and promising venture to improve safety for drivers the world over.

According to SAE engineers who toured the 108,468-square-foot building, complete with laboratories, a photo studio, and a 1,000-foot outdoor track, 150 feet wide (or about 12 highway lanes), it is a fantastic, impressive structure. The VRC conducts handling and brake tests on the outdoor track, and has a first-of-its-kind 160-ton crash barrier that moves on an air cushion.

The Vehicle Research Center tests in areas

beyond what the U.S. government does. Private groups like the IIHS are able to test a variety of high and low speed collision conditions, some at 50 mph, while the government conducts primarily 30 to 35 mph frontal crash barrier testing to ensure compliance with federal safety standards.

"The facility represents the state-of-the-art in crash testing," said Ralph Hitchcock, director of NHTSA's Office of Crashworthiness Research. NHTSA engineers are encouraged by the testing at VRC because repairing collision damage is a big factor in deciding insurance costs. VRC's work can be important for the automotive public because insurance costs are a large part of owning a car, almost as much as gasoline, the engineers say.

While air bags and safety belts continue to do a good job of saving lives, there are no federal safety standards to protect occupants

from intrusion injuries of the lower limbs. A team of 16 engineers at VRC are beginning a multi-million-dollar research program that will investigate how to better protect the legs and feet of drivers and passengers involved in crashes.

The new facility could be the place where government and industry will work even closer together, taking a big step in the direction of making the United States the world leader in vehicle safety.



## 25 Years of Regulation

by Susann Lee White

"Partners" is the key word to successful government-auto industry relations of the future. So agree nearly 700 Society of Automotive Engineers (SAE) members who attended the annual government-industry three-day seminar last month in Washington, D.C. Commemorating the silver anniversary of auto industry regulations were such notables as Robert Eaton, chairman of the board and CEO, Chrysler Corp., Clyde V. Prestowitz, Jr., of the Economic Strategy Institute, and Diane Steed, president

of the Coalition for Vehicle Choice and former NHTSA administrator. These and other speakers shared ideas about the future of the automobile in America and the world, how to use new technologies, and future public policies.

Participating from NHTSA were representatives from the offices of Rulemaking, Research and Development, Plans and Policy, Enforcement, Traffic Safety Programs, Chief Counsel, and Administration.

"It's exciting that we are now

finding new ways to work together in this country," Eaton told the group. "This rare gathering of both regulators and the regulated is itself evidence of that. The main reason we're seeking partnerships with each other is that we've realized we need a partnership with government."

Prestowitz reminded the group that 25 years ago, people said regulation of the auto industry wouldn't work. However, he said, automobiles are now safer than before, more fuel efficient, and more environmentally friendly. "This was accomplished

with industry and government mostly at each other's throats. Think what we could accomplish if we worked together," he said.

Steed, speaking on the last day of the conference said, "Both sides need to accept each other. Industry needs to recognize the validity and permanence of the federal presence in determining basic policies of the auto industry. Twenty five years of NHTSA regulation and some 20 years of EPA rules should tell us those agencies and programs are here to stay."

# Health & Fitness

## Even the Healthiest...



Rick Bradley noticed something on his leg that used to be "just a freckle" only three months ago. "I'd kind of check it out every time I was doing my sit and stretch exercises," says the DOT headquarters fitness center director. "It started to look a little different to me, so I decided to go to the doctor." He went to a dermatologist, who cut into the "freckle" and biopsied the tissue. The results came back as malignant melanoma — cancer.

The next step was surgery.

Since malignant melanoma left untreated can spread to the lymph nodes, or affect kidney function and other life sustaining areas of the body, surgery is usually done right away. The doctor removes the area of tissue around the mole or freckle all the way down to the muscle.

This is the only way to make sure the malignancy has not attached itself to some other part of the body away from the tumor. Rick was lucky. The tissue removed from around the mole was cancer-free.

He will need to return to the doctor to be monitored, but his chances for complete recovery are 98 to 100 percent — because he acted quickly. Every six months he'll come in for a check up and blood test, then yearly checks, probably for the rest of his life.

"It just goes to show you," he says. "Look at me — I don't smoke or drink. I take care of myself through diet and exercise,

and this still happened. You can be the healthiest person in the world and you can still get cancer."

"I feel I have to tell people about this," Rick continues. "Maybe it will help someone else. When I was faced with it, I did sort of a personal perspective check. Some things I thought were so important just didn't measure up. Your health should come first." He recommends that you go to the dermatologist or your family physician and have a baseline exam (as a starting point). Then, become more aware of any changes in your skin.

Two weeks after surgery, Rick was back to regular exercise and teaching aerobics. Now, along with his class, you'll get a warning from him to check yourself for any suspicious looking moles or freckles that may have changed lately. About a dozen of his fellow exercisers have already made visits to their doctors to be checked.

### What You Should Know About Melanoma

Each year, thousands of Americans are newly diagnosed with skin cancer, making this the most common form of the disease. Fortunately, this is the easiest of all cancers to detect and can be treated successfully — if you act quickly.

Skin cancer can very often resemble a freckle or a mole. Almost everyone has moles (on the average about 25), and the vast majority of them are perfectly harmless. A sudden or continuous change in a mole's appearance, however, is a sign that you should see your physician.

**Here are the symptoms to watch out for:** A darkening, change in color, or increase in the size of a mole or colored patch of skin that has been present since birth or for many years; however, melanoma sometimes begins as a new mole-like growth. Melanoma is usually blackish or brown and raised slightly above the skin. Its border is scalloped or irregular, and its surface is uneven.

Melanoma can appear anywhere on the skin. In men, the most common locations are the trunk, head, neck and arm; in women, the leg, trunk, head and neck.

#### Diagnosis

Diagnosis of melanoma starts with a visual examination of the growth by your doctor. His trained eye can sometimes tell melanoma apart from benign moles, but a definitive analysis is made by a special test called a biopsy.

#### Prevention

Skin cancer often results from years of exposure to the sun, and fair-skinned people are at greatest risk. By keeping your exposure to the sun at a minimum, you can reduce your risks. Use a SPF-rated sunscreen of 15 or more.

Get familiar with your skin and your own pattern of moles, freckles, and "beauty marks." Be alert to changes in the number, size, shape or color of pigmented areas. Give yourself a skin exam and call your physician if you find any unusual changes.

#### Treatment

The incidence of melanoma of the skin appears to be rapidly rising. In 1992, approximately 32,000 newly diagnosed cases and 6,700 deaths were expected in the U.S. Melanoma tends to occur in adults in the prime of their lives. But, when diagnosed early, the disease is easily cured. If the melanoma is not found soon enough, it can be very difficult to treat.

## Simple Guidelines To Help Protect You From the Sun

1. Minimize exposure between 10 a.m. and 2 p.m. when the sun is strongest. Try to plan your outdoor activities for the early morning or late afternoon.

2. Wear a hat, long-sleeved shirt and long pants when out in the sun. Choose tightly-woven materials for greater protection.

3. Apply a sunscreen before every exposure to the sun, and reapply frequently and liberally, at least every two hours, as long as you stay in the sun. Always reapply sunscreen after swimming or perspiring heavily. Sunscreens with an SPF (sun protection factor) of 15 or more are recommended.

4. Use a sunscreen during high altitude activities such as mountain climbing and skiing. At high altitudes, there is less atmosphere to absorb the sun's rays, and your risk of burning is greater.

5. Don't forget to use your sunscreen on overcast days. The sun's rays are just as damaging to your skin on cloudy, hazy days as on sunny days.

6. Those at high risk for cancer (outdoor workers, fair-skinned individuals, and those who have already had skin cancer) should use sunscreens daily.

7. Photosensitivity — an increased sensitivity to

sun exposure — is a possible side effect of certain medications, drugs and cosmetics, or birth control pills. Consult your doctor or pharmacist to find out if you need to take extra precautions.

8. If you develop an allergic reaction to your sunscreen, change it. One of the many products on the market is sure to be right for you.

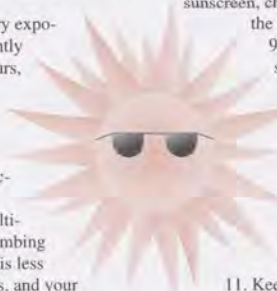
9. Beware of reflective surfaces. Sand, snow, concrete and water can reflect more than half the sun's rays striking those surfaces back onto your skin. Sitting in the shade does not guarantee protection from sunburn.

10. Avoid tanning parlors. The UV light emitted by tanning booths causes sunburn and premature aging, and increases your risk of developing skin cancer.

11. Keep young infants out of the sun. Begin using sunscreens on children at six months of age, and then allow sun exposure with moderation.

12. Teach children sun protection early. Sun damage occurs with each unprotected sun exposure and accumulates over the course of a lifetime.

(information provided by The Skin Cancer Foundation, New York, N.Y.)



## EAGLE Sets Sail for Europe

The EAGLE, the seagoing classroom for future officers of the U.S. Coast Guard, is where the cadets get their first taste of salt air and life at sea. The experience helps them develop skills of leadership and teamwork, as well as a healthy respect for the elements.

Each year before the new cadets arrive, EAGLE makes a shake-down cruise. This helps the permanent crew (five officers and 30 enlisted personnel) sharpen their skills and train any new members. The Summer Cruise this year began

May 20, when the EAGLE set sail from the

U.S. Coast Guard Academy in New London for Europe. EAGLE is America's only active duty square rigger — and a beautiful sight in any port. If you're traveling this summer, maybe you can catch it in one of these locations:

Port of Call	Arrival	Departure
Dublin, Ireland	June 12	June 15
Oporto, Portugal	June 20	June 22
Cadiz, Spain	June 25	June 28
Funchal, Madeira	July 3	July 6
Bermuda	July 23	July 26
Washington, D.C.	August 1	August 5
Morehead City, N.C.	August 9	August 11
New London	August 15.	

# DIVERSITY POLICY STATEMENT

As Secretary of the Department of Transportation, I am totally committed to creating and maintaining a diverse work force which will meet America's growing transportation needs today and into the 21st century. To be successful and recognized as an innovative, highly productive, world class organization, we must create an environment which fully utilizes the talents and capabilities of all civilian and military employees, grantees, and contractors from all backgrounds at all levels of the organization.

Diversity means inclusion—hiring, developing, promoting and retaining employees of all races, ethnic groups, sexual orientations, and cultural backgrounds; the old, the young, and the middle-aged; the able-bodied and the disabled; men and women. My senior managers and I know that there is much to be gained from a diverse work force. We embrace the richer, broader perspective that diverse individuals bring to the workplace, and respect the dignity of ourselves and our customers.

Each manager is responsible for nurturing and capitalizing on the best that

every employee has to give. I firmly believe this is done by empowering all employees with the opportunities, tools and support they need to develop to their fullest potential and contribute productively to the mission of the organization. My experience has proven that it is also done by helping employees balance work and family needs and providing appropriate accommodations and support systems for individuals with disabilities.

Although managers must lead the way in ensuring complete support of diversity, every single employee can get involved and participate by valuing the differences and cultures of others as well as their own. This will require mutual adjustment and understanding. These actions are critical to diversity becoming an integral part of the organization, benefiting not only the individual but also the Department and ultimately the Nation.

I know that I can count on you to join me in making the Department a leader in the area of work force diversity.

Federico Peña

## National Maritime Day Observed

The Maritime Administration held its annual memorial service May 19 honoring American merchant mariners who lost their lives in wartime service. Participants included Rep. Gerry Studds, chairman, House Merchant Marine and Fisheries Committee; Gen. Ronald Fogleman, USAF, commander-in-chief, U.S. Transportation Command; Richard du Moulin, president, Marine Transport Lines; Michael Sacco, president, Seafarers International Union; U.S. Merchant Marine Academy Glee Club, Color Guard, Fanfare Trumpets, and Capt. Thomas Chadwich, chaplain, U.S. Coast Guard. MARAD's Richard Bowman served as the master of ceremonies.

Other events sponsored by various maritime organizations were held in port cities around the country on May 22, officially designated each year by presidential proclamation as National Maritime Day.

Secretary Peña was the guest speaker at the May 19 U.S. Coast Guard Academy commencement ceremony. The class of 158 men and 25 women also included four international cadets, who were recognized or sworn into their respective services by ambassadors of their countries.

Each graduating cadet will be commissioned as an ensign in the Coast Guard and will report to a cutter. The ensigns are required to fulfill a five-year obligation to the service.



PA2 Adam Wine



## Events During June Celebrate Gay Pride

Lesbian and Gay Pride is celebrated in June. Several activities are being sponsored to provide information on issues that affect gay or lesbian employees and their friends, co-workers, and families. The first is a discussion led by parents and friends who have faced these issues in their lives on Wednesday, June 23, at noon in room 2230 of the Nassif Building, sponsored by DOT GLOBE (Gay, Lesbian or Bisexual Employees). Leading the discussion will be Paulette Goodman, past president of the National Federation of Parents and Friends of Lesbians and Gays, a national support and educational organization with more than 235 chapters throughout the U.S., Canada and other countries. The second guest will be Catherine Tuerk, a nurse psychotherapist whose experience in coming to terms with her son's announcement that he is gay was featured in an April 23 Washington Post article.

On Wednesday, June 30 at 10 a.m. in room 2230, Nassif Building, DOT's Office of the Inspector General will sponsor a seminar, "The Effect of AIDS on the Workplace, Family and Friends." Counselors from the department's Employee Assistance Program will show a film and lead the discussion. Plan to attend this program and learn about the emotional impact of AIDS when it strikes a co-worker, a member of a co-worker's family, or a member of your family. One of the panels from the Names Project AIDS Memorial Quilt will also be on display.

All employees are invited to attend these events. For more information, call Eric Stults at (202) 366-2548, Sheila Skojec at (202) 376-6470 or Tom Sachs at (202) 544-3927 (evenings).

## CALENDAR

### June

14 Commencement, Merchant Marine Academy

26-30 "Smart Tolls for Smart Highways," the International Bridge, Tunnel and Turnpike's Second International Symposium and Exhibition on Electronic Toll and Traffic Management Technology, New York City. Keynote speaker will be Sen. Frank Lautenberg. Call (202)-659-4620/fax: (202)-659-0500.

### August

17-19 National Hispanic Coalition of Federal Aviation Employees National Training Conference, Oklahoma City, OK. An information package is available by calling Nora Leal, (405) 954-5773 or Monica Burton (405) 954-5536.

## DOT Credit Card Program

Looking for a streamlined way to purchase government supplies and services without the paperwork and delays? Seeking greater autonomy in selecting a vendor of your choice based on quality, price, and other considerations important to you? Well, you are not the only one!

Several DOT employees who attended last month's departmental town meeting for reinventing government had an opportunity to discuss procurement improvements with Vice President Gore. When one DOT employee told the Vice President that she could have saved the taxpayers

nearly \$300 if she purchased her Telecommunications Device for the Deaf (TDD) unit directly from a private sector vendor, the Vice President suggested using a federal credit card to make these types of purchases.

The good news is that DOT does have a policy encouraging the use of credit cards and trains qualified applicants on the proper use of these cards. In fact, DOT operating administrations have steadily increased their participation in the governmentwide commercial credit card program. Last year there were 105,137 DOT credit card purchases totaling almost \$50,000,000.

While most DOT operating administrations have taken advantage of this flexible payment method, credit card procedures vary. To find out your operating administration's implementing requirements, call your procurement office.

Additional guidelines are outlined in the newly released DOT pamphlet, "The DOs and DON'Ts for Use of the Governmentwide Commercial Credit Card." For your copy of the pamphlet, simply fax your request to Mary Ackerman, OST's Office of Acquisition and Grants Management on (202) 366-7510.

## Hold Up on Accepting Those Honoraria!

In last month's edition, we reported that the U.S. Court of Appeals had struck down the ban that prohibits federal employees from accepting honoraria for speeches and fees for freelance work. However, the Justice Department has decided to appeal the court's ruling. Here is the official word from the Office of Government Ethics: Pending resolution of the Justice Department's appeal, the honorarium ban remains in effect until further notice.