



US Department
of Transportation
**Federal Aviation
Administration**

Western-Pacific Intercom

Dear Mr. Dray,

I thank you for coming to our school class. I really think that you are a very nice person. I really had so much fun. I really think that you are a very busy man.

Mr. Dray you really teach everyone about the airplanes. One thing that I learn is that how do you guys communicate in different places. I talk my Mom and Father that you really teach me a lot of things.

Sincerely,
Your friend
Luth
Howard
age 11 years old

Dear Mr. Dray,

We all thank you for coming to ^{are} our class we enjoyed a lot what you talk about it. And I learn about how much you pay the pilot.

And I wish you liked to come to are class and I know you are a business man. Thank you for coming.

Sincerely
Janette Taracina
age 10

COMMUNITY OUTREACH AT LAX TOWER

Dear Mr. Dray, May 17, 1985

Mr. Dray thank you for the picture on the board. I really like the way you explained about your pictures. I like the way you draw and talked about the fly tiger 247 and thank you.

Mr. Dray I really learn a lot of things about planes. I like the way you explained about how they test the pilots. I hope you do a good job were you work thank you for coming and all the time you come again.

Sincerely,
Jose Mora age 10

Cover Story

Los Angeles Tower personnel recently faced a very challenging community relations situation near Los Angeles International Airport.

It all started with a phone call to the Regional Public Affairs Office from a local elementary school teacher inquiring about a possible near miss over the school's playground. The teacher subsequently wrote a letter to Jim Holtsclaw, LAX Tower Air Traffic Manager and FAA Coordinator, expressing her concern about air safety. The children had been playing in the school playground and had seen what they thought were two airplanes passing too close to one another. Some had been frightened. The children were concerned; parents were concerned; school authorities were concerned. FAAers were also concerned and went into action to alleviate the fears of the children, seizing the opportunity for a little aviation education.

Plans and Procedures Specialist Tom Dray to the rescue. . . Tom made a personal visit to the classroom and, using tapes of LAX Controllers, cardboard cut-outs and the ever-faithful blackboard, explained to the students how airplanes flying over their school were controlled. He also took the time to explain to the students the many automatic safeguards in both the aircraft and the ground equipment.

The students were, in fact, reassured to the point where they spent close to half-an hour asking questions that ranged from Air Traffic Control procedures to how many gallons of fuel can a 747 carry?



A letter of appreciation was received from the elementary school teacher which stated, in part: "I know that your time is limited and that the FAA budget has recently been cut, but it is reassuring when a large government agency shows human concern. The children seemed to get a lot out of the presentation, judging by their questions. Some of the children are EH (Educationally Handicapped) and most of them were attentive and had questions too. . . Again, I thank you for your time and effort in talking with the children." Hats off to the folks at LAX Tower.

Cover: A sampling of just a few of the letters received by LAX Tower.

FAA INTERCOM is published weekly for Western-Pacific Region employees of the Department of Transportation/Federal Aviation Administration by the Public Affairs Office. Articles and black and white photographs should be sent to Barbara Abels, Editor, AWP-5, 213/536-6431 or FTS 966-6431.

SAA For York

William J. York (left), Plans and Procedures Specialist at the Honolulu Tower, receives a Sustained Superior Performance Award from Al Limatoc, Assistant Manager, Plans and Procedures. Bill's award was based on an Outstanding Performance. Photo by Richard Reimann.



Oakland FSS Happenings



The Oakland Pre-Developmental Class completed the Flight Service Station portion of training with flying colors. Before leaving for Oakland tower, they were presented with certificates by Air Traffic Manager Marty Landers, second from the left. Included in the picture are (left to right): Karen Marinos, Marty Landers, Denise Williams, Training Specialist Paul Pagel, Greg LeGault, Jody Knudsen and Acting ATM Terry Lnakford.



HEAR YE!!!

Reminder To Airline Ticket Purchaser's

Government travelers purchasing airline tickets in excess of \$100.00, excluding Federal transportation tax, that are not procured by use of the Government Charge Card Program (Diners Club), or the Government Travel System (GTS), must acquire the tickets through the use of a Government Transportation Request (GTR), SF-1169. The use of cash, including personal credit cards, is not authorized unless there are unusual circumstances which have been approved by the General Services Administration (GSA). For further information, refer to par. 3-1002, Travel Manual, DOT 1500.6A (FAA Order 1500.14A).

Do Not Move The Gypsy Moths!

This means you, as the owner of items to be moved you are responsible, by law for making sure that these pests are not moved with your household articles. Certain areas, generally the infested north eastern states (see map), pose a high risk as a source for moving Gypsy Moths to new areas. Be aware that regardless of who does the inspection, you are responsible for making sure your household articles are inspected. Don't move the Gypsy Moth.

Federal and State officials may check your goods before departure, en route or after arrival to be sure they are free of the pest. Fines may be imposed if the pest is found on goods and a certificate of inspection obtained prior to the move is not with the goods. Before moving from these States as indicated, contact your Regional Transportation Officer for additional information.

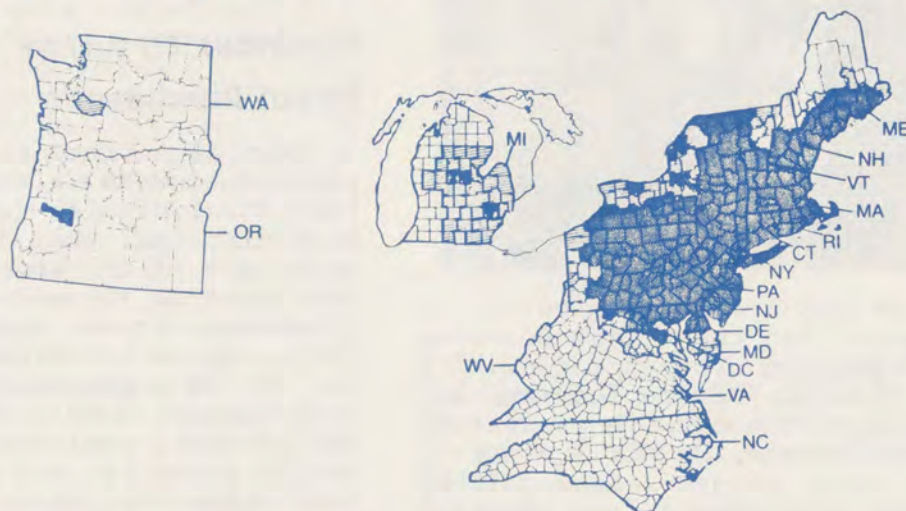


Final Rule on Lost Leave Published

The final rule concerning leave lost as a result of the 1981 air traffic controllers' strike has been published by the Office of Personnel Management. Those who lost leave during the "exigency of the public business" period that followed the walkout now have until 1998 to use that leave.

According to the rule, the time period for use of restored annual leave following an extended exigency is now two years for each year that the emergency situation existed. The FA exigency began in August 1981 and is expected to run into 1986.

Gypsy Moth Regulated Areas



- High Risk Area - Movement from dark gray into or through white, inspection is required.
- Low Risk Area - Movement into or through any other area, inspection is not required.

An Outstanding For Limatoc

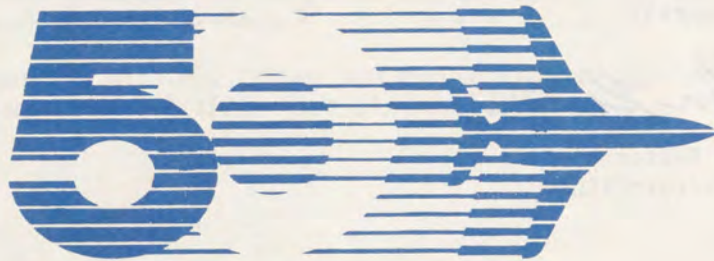


Al Limatoc (left), Assistant Manager, Plans and Procedures at the Honolulu Tower, receives a well-earned Outstanding Performance Rating. Presentation was made by Ray Zazzetti, Air Traffic Manager of the Tower. Photo by Richard Reimann.

30 Years For Cormier



Earl Cormier, on the left, is presented with his 30-year pin by Oakland Flight Service Station Area Supervisor, Larry Arnold. Earl served other regions before coming to Oakland in 1980.



50 Years of Air Traffic Control Excellence
—A Standard for the World—

GIORGIO



BY GEORGE HAESSLER

Letters We Like To Receive



Western Airlines

June 26, 1985

Mr. Jim Holtsclaw
Manager, Los Angeles Tower
One World Way
Los Angeles, California 90045

Dear Jim:

I'm sorry to tell you this, but your absence from the El Segundo Noise Abatement Committee Meeting of June 24th was not noticed! Seriously, I want you to know that Mssrs. Thomas Dray and Jerry Johnson made an excellent presentation.

The noise committee is having difficulty differentiating "safety" and noise abatement. The instance mentioned in the June 12 letter to you was thoroughly and concisely explained. The five suggested alternatives were addressed and the conclusion could only be made that the LAX Tower made the safe, correct decision.

It was a pleasure to witness the "pros" in action.

Sincerely,

A handwritten signature in cursive script that reads "Ken Koster".

Ken Koster
Director-Flight

:lc

More
Letters We Like To Receive



Western Airlines

June 28, 1985

Mr. E. Lewis
Federal Aviation Administration
Airport Traffic Control Tower
Room 603, Airport Branch
San Francisco, Calif. 94128-1071

Dear Ed,

On behalf of the Flight Operations staff and the San Francisco based pilots I want to personally thank you and your staff. The cooperation, enthusiasm, and professionalism your personnel extended to our pilots during our recent familiarization visits was impressive. In addition to the opportunity to observe the normal work routine, our pilots found the personal exchanges of mutual problem areas to be very beneficial. Hopefully these familiarization programs will "personalize" the working relationships and increase the appreciation and respect for the voice on the other end of the "wireless."

On behalf of Western Airlines, thank you for letting us into your "tenth story" world during these past six months.

Sincerely,

Marty
M. J. Farber
WESTERN AIRLINES, INC.
Manager-Flight
San Francisco

:jn

cc: S. Oberg
K. Koster
R. McDonald
B. Flato



U.S. Department
of Transportation
**Federal Aviation
Administration**

Office of the Administrator

July 15, 1985

MEMORANDUM TO ALL FAA EMPLOYEES

SUBJECT: Open Communication

Several recent events remind me that I should reemphasize my commitment to open communication within the FAA.

As you know, I believe everyone should have the opportunity to report a problem, raise a question, or make a suggestion. Almost all of these matters are best taken up first with immediate supervisors. However, I know that does not always work out to be course of action and I want employees to feel free to communicate, especially on safety matters, without the fear of retaliation.

We have established many channels for upward communication. We publish questions and answers in *FAA World* and *Intercom*. We have suggestion systems and systems for reporting unsatisfactory conditions. Employee participation groups such as human relations committees and facility advisory boards provide forums for discussion. Official grievance systems and discrimination complaint systems have been established by agency directives and through union contracts. The Administrator's Hotline provides employees a direct line of communication to my immediate office. A direct Safety Hotline has been established so that any individual can report violations of FAA safety regulations.

I want FAA employees to use established supervisory channels whenever possible. That is the only way a large, complex organization can function effectively. But, if normal supervisory reporting procedures do not work, I want you to use one of the other systems. I will rely on your good judgment to insure that your reports are factual and as precise as possible.

Each employee, at every level, should know that his or her actions in raising issues will not jeopardize his or her career. I will not tolerate retaliation against any employee who raises a legitimate issue. Appropriate action will be taken swiftly and surely against anyone who retaliates against an employee for reporting a problem the employee reasonably believes to be true.

I ask that managers and supervisors throughout the system discuss this memorandum with their subordinates and that we as a family work toward improvement within the FAA.

Donald D. Engen
Administrator



International News

FOR INFORMATION CONTACT ELAINE CARTER, INT'L. AFFAIRS SPEC., AWP-4F FTS: 966-6333

Region Hosts Visitor From Senegal



(Left to Right) Dr. H. C. McClure, Regional Director, AWP-1, meets with Deputy Director Alioune Badara Dione of Dakar, Senegal to discuss pertinent regional functions and activities. Mr. Dione is being groomed to be the next Director-General of Civil Aviation for Senegal.



Mr. Alioune Badara Dione came to the United States as a participant in the International Visitor Program on a 30-day professional travel grant under the auspices of the U.S. Information Agency (USIA) and the African-American Institute (AAI). He was accompanied on his U.S. visits by U.S. Department of State Escort-Interpreter, Mr. Guy Jerram, even though his English-speaking capability was excellent.

Mr. Dione is single, 39 years old, and speaks three languages--French, Wolof, and English. He holds certificates for Civil Aviation and Pilot training from the French National School of Civil Aviation, as well as an M.A. in Electronics and a B.A. in Engineering from the University of Montpellier, France.

As Deputy Director of Civil Aviation, he is responsible for aviation safety, air traffic control, meteorology, airports, civil air regulations, airworthiness, negotiation and preparation of international aviation agreements, personnel and budget management. In this capacity, he also oversees Dakar International Airport, the center of aviation activity in West Africa and the third busiest airport in Black Africa. It is used by twenty-three international carriers, including Pan Am, the only American carrier serving Sub-Saharan Africa. Additionally, NASA selected Dakar as a contingency landing site for the space transport system.

During his U.S. visit, Mr. Dione planned to gain a better understanding of civil aviation in this country. In addition to his other interests, his West Coast visit primarily covered briefings and discussions by the Director on regional office management. Mr. Marion C. Davis, Manager of the Air Traffic Division's Evaluation Staff, AWP-505, served as the visitor's official FAA host and provided Mr. Dione with an in-depth overview of the various facets, functions, and procedures of the region's air traffic operations, including a personally-conducted tour of the Los Angeles TRACON and FSS facilities.

If, by chance you are wondering, the Republic of Senegal is here → on the coast of West Africa.



The News

In Brief



* President Reagan has signed a \$20.1 million supplement to the agency's FY 1985 budget with most of the money targeted for the expanded Federal Air Marshal Program and employee pay raises. The Office of Civil Aviation Security will receive \$2 million to help recruit and train Air Marshals and bolster other security measures. Another \$3.1M will fund last January's pay raise. (The original \$22 million pay raise supplemental was reduced by \$18.9 million through savings garnered under the Defecit Reduction Act.) The remaining \$15 million is a "program supplement" to compensate for deficiencies in air traffic pay all locations created by the accelerated hiring and training of controllers.

* August 18-25 was Louisiana's Aviation Safety Week. At FAA's request, Louisiana Governor Edwin Edwards announced that the week's slogan would be "For a Sky of Safety." Among the events held during the week were 43 safety seminars and a "listening session" chaired by Southwest Regional Director C.R. "Tex" Melugin, Jr.

* This year's reunion for FAA Academy ATC instructors will be held October 11-12 at the Oklahoma City Hilton Inn. The main event of the get-together will be a buffet and social on Oct. 12. For more information contact Ms. Laurie Tester, 112 Chickasaw Lane, Yukon, Okla., (405) 354-2216.

* Vina Showers, previously acting manager of the FAA Depot, has been named Manager of Administrative Systems at the Aeronautical Center. Showers began her career in 1967 as an inventory specialist at the depot and subsequently took various special assignments in logistics at Washington headquarters. She earned a law degree from Oklahoma City University in 1972.

Supervisors, Managers Get Merit Pay This Fall

Performance ratings for approximately 6,000 FAA managers and supervisors are due Sept. 13 in Human Resource Management Divisions. Under the Performance Management and Recognition System (PMRS) program recently developed by Congress, a number of pay determinations will be based on these ratings.

Instead of within grade step increases, employees under PMRS will receive increases to base pay called "merit increases." Those rated "fully acceptable" who are not at the top of their rate range will receive a merit increase equal to at least one-third of a step increase each year.

Also, the law provides for one-time cash payments, called "performance awards," based strictly on ratings. Truly top performers, who are rated "outstanding," will receive a merit increase equivalent to a full step increase and a one-time performance award of at least two percent of base pay.

Awards Program Upgraded

Recent surveys, including the agency-wide employee attitude survey, have indicated some employee discontent with FAA's system of employee recognition for noteworthy performance and beneficial suggestions. In response, the Office of Organizational Effectiveness (AOE) has initiated a project to design an improved program. The office has arranged to collect data from employees in order to identify the successes and failures of the current program, conduct interviews, and suggest options for program improvement. The project is expected to be finished and a redesigned program operational in 1986.

Thanks To All

Through the generosity of FAA friends, a memorial gift of over \$200 was sent to the American Diabetes Association in the name of Baretta Houser. Baretta was a former FAA employee (Payroll Branch) who recently passed away after a long illness involving diabetes and other complications. It is our hope that continued efforts in research will assist others with diabetes.

Phoenix-Litchfield ATCT Awards



Congratulations to Don Killian and James Riggins who recently received Outstanding Performance Awards and to Royal Springer who received a Special Achievement Award.

FAA

Toastmasters

Club

3449

FAA Toastmasters Club 3449 meets at the Regional Headquarters on the first and third Tuesdays of each month. The members meet from 11:30 a.m. until 1 p.m. on the fourth floor, Rooms 4W3/4W7.

Guests and visitors are ALWAYS WELCOME.

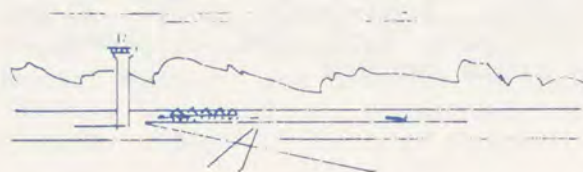


Rayburn - First Woman FAA SES Candidate

Carol Rayburn, formerly Assistant Manager of the Flight Standards Division in FAA's Western-Pacific Region, has been chosen as Manager of the General Aviation and Commercial Division, Office of Flight Operations, in FAA Washington Headquarters. She becomes the first woman in FAA to enter the Senior Executive Service Candidate Development Program, the avenue through which career employees are selected and trained to administer programs at the top levels of the Federal Government.

Rayburn, a high flight-time pilot who has checked out in more than fifty makes and models of aircraft, began flying in high school, taught flying in college, and has been in aviation ever since. She holds virtually all FAA pilot ratings from multi-engine jet to glider. She joined FAA in 1974 as a Safety Inspector and has held such responsible jobs as Principal Airlines Operations Inspector and Manager of a General Aviation District Office. She worked in the private sector as an air taxi pilot, a commuter airline pilot, and an agricultural pilot.

As an SES candidate, Ms. Rayburn will join those individuals who are responsible for formulating and implementing the transportation policies that will guide the course of Federal programs in the future.



VOR Milestone Marked

FAA will mark a major milestone in the second generation, solid-state VORTAC program Sept. 16 at Lincoln, Neb., with the dedication of the 800th and last system to be installed by the contractors.

Although the contract, with Wilcox Electronics and IT&T Avionics, calls for 950 second generation nav aids, the remaining 150 are being installed by agency technicians. In fact, 60 of these already are operational.

The new nav aids are the first agency systems to have the Remote Maintenance Monitoring (RMM) feature. With this innovation, technicians will be able to do a ground check from any phone in less than five minutes. Without the RMM, visits to the site were required weekly. Now they will be necessary only every three months or so. The new equipment will also save up to \$750 million over the next 20 years by cutting power consumption.

The program to replace the country's radio nav aids with new solid-state equipment was launched with a contract award in 1979. The first of the second generation VORs came on line in August 1982 at the North Philadelphia Airport.

Long Range Radar To Be Upgraded

A contract to upgrade and reduce maintenance on FAA's long range radars has been awarded to Norden Systems, Inc., of Norwalk, Conn. The work to be done under the \$27 million contract will involve installing solid-state digital electronics at 64 dual channel long-range radar sites associated with the 20 domestic en route centers.

Former FAA Chiefs Guide Rail Line to Dulles

Former FAA Administrator Najeeb Halaby has been named chief executive officer of Dulles Access Rapid Transit (DART) which has proposed building a \$300 million high-speed rail line to link Washington Dulles International Airport with the Washington Metro system. Halaby was the agency's chief from March 1961 to June 1965 and subsequently was president of Pan American Airways.

Others named to DART's board of directors are former Administrator John L. McLucas (1975-1977) and DOT secretaries Alan S. Boyd (1967 to 1969) and William T. Coleman, Jr., (1975 to 1977).

According to Halaby, money to go ahead with planning and feasibility studies for the rail line has been raised from private sources. He predicts that the line to Washington's only international airport will be completed in the 1990 to 1992 period.

Essentially the contractor will replace the radar receivers and the moving target indicators with solid-state equipment. This equipment will replace approximately 600 vacuum tubes at each site, substantially reducing the maintenance workload and facilitating logistical support for these facilities.

According to the contract, the first system is to be delivered in September 1986. The second system is due the following month with a delivery rate of four per month starting in February 1987. The contract should be completed by June 1988.

Los Angeles Center Awards

Mac Havens, Bill Keigwin and "Big" John Hansen from Los Angeles Air Route Traffic Control Center, were recently presented Special Achievement Awards for outstanding performance. All three have been involved in Traffic Management/Flow Control, as well as controller duties, first level supervision and many, many other assignments over the past 30 years of service at the Los Angeles Center. Congratulations, Mac, Bill, and John.

Photo - left to right, Bill Keigwin, John Hansen and Mac Havens.



Solomon Espinda

Earns

An Outstanding



Solomon Espinda (right), General Supply Specialist at Honolulu Center Airway Facilities Sector, receives an Outstanding Performance Certificate with a Quality Increase Award from Sector Manager Ed Kaneko.

Honolulu Tower Recognition



Tom Rea (middle), Assistant Air Traffic Manager of the Honolulu Tower, receives an appreciation plaque from the U.S. Naval Military Working Dog Division (MWD), for the cooperation received in allowing the MWDs to train in the Honolulu Tower. Victor Anderson (right), Kennel Master, and Gregory Chiancio (left), Dog Handler, presented the plaque. Photo by Richard Reimann.

FAA Major Objectives Announced By Engen

Improving aviation safety and security are two of FAA's major objectives for Fiscal Year 1986.

In announcing the six objectives Administrator Engen said, "It is my sincere hope that each and every FAA employee will find ways to contribute to achieving these objectives. It matters not whether you are in Washington or the field, whether you are a manager, a secretary, a controller, a warehouse person; each one of us can contribute."

Developed by the Administrator's Management Team (AMT) during several months of deliberation, the objectives include a two percent improvement in general aviation safety, as measured by the General Aviation Performance Index and other indicators.

A second objective calls for initiation of a program to create international standards for screening passengers boarding commercial aircraft.

Third on the list is an improved FAA culture through completing the airway science program actions; establishing an employee assistance program to support drug and alcohol abuse rehabilitation efforts; and increasing the representation of minorities by one half percent and women by one percent above FY-85 levels.

The fourth objective is for each organization represented in AMT to implement at least one program that places special emphasis on reducing the administrative time to act and react to internal and external requests and improving the quality of service to the public.

Number five is to improve system performance so that operational errors and delays of more than 15 minutes are decreased by ten percent from FY-85 levels.

And the sixth objective is to develop, implement, and revise FY-86 goals and achieve 90 percent of the published schedules for the following plans; National Airspace System Plan; National Plan of Integrated Airport Systems; National Airspace Review; Information Resources Management; International Aviation Strategic Plan; Aviation Education Program; Employee Attitude Survey Action Plans; and Airport Capacity Enhancement Plan.

RE & D Plan Unveiled

Some 300 members of the aviation community, from such far-flung locales as Germany and Japan, came together August 14-15 at headquarters to get a first look at a draft of the visionary FAA Plan for Research, Engineering and Development. The plan covers a broad spectrum of research and development activities that will support the NAS Plan in the short term and also charts the evolution of the National Airspace System through the year 2015.

Presiding over the conference were some of the RE&D plan's principal architects, including Neal Blake, Deputy Associate Administrator for Engineering, Leland Page, Director of the System Engineering Service and Dr. Clyde Miller, Manager, Systems Studies/Advanced Concepts Division. During the two-day conference, the participants discussed R&D efforts in such areas as aviation security, aircraft safety, weather, aviation medicine, and airports.

Administrator Approves New Directive Method

Administrator Engen has given trial approval to a new procedure for expediting the issuance of important administrative directives. During the trial period, new directives can be preceded by the issuance of an action notice. The action notice will be prepared in the same format as a correspondence memorandum but will carry a directive identification number and will expire in six months. This will allow organizations in charge of national programs a more expedient means of issuing program direction and guidance.

When appropriate, the instructions in the action notice will be incorporated in the permanent directive. The Office of Management Systems will monitor the program for 13 months to determine if issuing these notices expedites directives. Training sessions are scheduled for Washington officials in September.

For further information see Notice 1320.106, or contact Diane Ables on FTS 426-8052.

"Operation Fallback" On

After the success of its special spring inspections, dubbed "Operation Springback," the Alaskan Region has started "Operation Fallback." This autumnal counterpart program is aimed at reducing the traditional rise in GA accidents during the fall months in the 50th state. The state's accident rate reaches an annual high point in late September and then declines gradually to an annual low in January. During "Operation Fallback," FAA inspections will place special emphasis on air taxi pilots and aircraft used for the hunting season.

Women's Task Force Corner

With the global village shrinking all the time, the Federal Women's Program Task Force is betting FAAers are interested in learning a second language. To that end, the task force has arranged with the Berlitz School of Languages to offer sizable discounts on their courses for FAA employees. For a reduced tuition of \$199.88, FAAers may take a 10-week course (one two-and-a-quarter hour evening class) or a 5-week course (two evening classes per week). Direct all queries to John Bennett, Berlitz District Director, at 331-1160. Joni Spellman, APA-400, is the project officer.

Briton Teaches DCA History

Forty-four years ago, on June 16, Washington National Airport began serving the nation's capital. But National was not the first airport in the Washington, D.C., area.

MWA employees got a reminder of this in some recent correspondence to Dulles Manager Dexter Davis from a resident of Great Britain who sent several photographs of the old Washington Airport, which was located close to where the Pentagon now stands. Mr. W. W. Snailum of Turnip Wood, England, sent photographs of the Washington Airport terminal behind a Ford Tri-motor aircraft that he took with a small box camera in 1930.

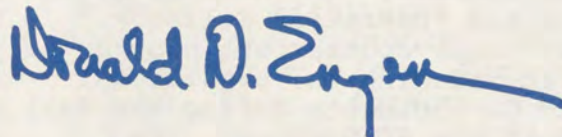
The first airport to serve the nation's capital was Hoover Field, which opened in 1926. The following year, Washington Airport started operating next to Hoover Field. The two airports were merged in 1930 under the name Washington-Hoover Airport.

POLICY STATEMENT ON SEXUAL HARRASSMENT

THE FEDERAL AVIATION ADMINISTRATION'S POLICY IS TO PROVIDE EQUAL EMPLOYMENT OPPORTUNITY TO ALL OUR EMPLOYEES AND TO PROHIBIT DISCRIMINATION IN EMPLOYMENT BASED ON RACE, COLOR, NATIONAL ORIGIN, RELIGION, AGE, HANDICAP AND SEX.

SEXUAL HARASSMENT, A FORM OF DISCRIMINATION, IS AGAINST THE LAW AND IS PROHIBITED IN THE CONDUCT OF THE FEDERAL AVIATION ADMINISTRATION'S BUSINESS. THIS APPLIES TO UNWANTED SEXUAL ADVANCES OR COMMENTS BY PERSONS EMPLOYED BY OR UNDER CONTRACT TO THE FAA IN THE CONTEXT OF JOB PERFORMANCE, TRAINING, SUPERVISION, INSPECTIONS, MEDICAL EXAMINATIONS, COUNSELING, CONSULTATIONS, OR ANY OTHER RELATED ACTIVITY.

THE FAA WILL NOT TOLERATE SEXUAL HARASSMENT. ACTIONS OR STATEMENTS THAT Demean INDIVIDUALS OR DIMINISH THEIR SELF ESTEEM HAVE NO PLACE IN FAA FACILITIES. I AM FULLY COMMITTED TO CONTINUE MAKING EVERY EFFORT TO FOSTER AN OPEN AND FRIENDLY WORK ENVIRONMENT, YET ONE FREE OF INAPPROPRIATE PRESSURES, FOR ALL FAA EMPLOYEES. I WANT TO MAKE MY EXPECTATION THAT THESE PRINCIPLES BE ADHERED TO.



DONALD D. ENGEN
ADMINISTRATOR