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# **TVA Policy Statement on Disabled Veterans Affirmative Action Program**

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## **All TVA Employees**

### **TVA'S POLICY STATEMENT FOR DISABLED VETERANS AFFIRMATIVE EMPLOYMENT**

The Tennessee Valley Authority (TVA) has an up-to-date Affirmative Employment (Plan) that is committed to the hiring, retention and advancement of disabled veterans. This Plan is consistent with statutory requirements under Title 38 U.S.C. Section 4214(c), included as part of TVA's affirmative employment obligations for the disabled under Section 501(b) of the Rehabilitation Act of 1973 (29 U.S.C. Section 791(b)).

TVA is committed to ensuring affirmative employment obligations for the employment and advancement of qualified disabled veterans, especially those veterans who are rated at 30 percent or more disabled. No qualified individual may be denied employment, development opportunities, or advancement, nor may disciplinary action be taken against him/her solely because of physical or mental disability.

This commitment to employ, retain, and advance qualified disabled veterans shall apply to all supervisors, managers, and other officials in a position to influence human resource policies and practices.

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