
TVA Policy Statement on Diversity

Managing diversity is a critical component in our ability to be competitive and must extend beyond the traditionally targeted groups, making it inclusive of all employees, regardless of race, color, national origin, ethnicity, gender, abilities/disabilities, religion, age, personality, or other differences. In support of this commitment, we have identified “respect” as one of our corporate values. Specifically, we value everyone—and everyone’s work; we treat each other with consideration and dignity; and we give people the benefit of the doubt. We understand that managing and utilizing diversity are keys to business success.

Managing diversity is a comprehensive managerial process for developing an environment that works for all employees. It is an ongoing process that is “inclusive” in its approach—designed to address the needs of every employee. Successfully managing diversity is measured by our accomplishments in two fundamental areas:

1. We must develop and maintain a workforce that is representative (at all levels) of the Tennessee Valley population, ensuring that TVA maintains the advances that have been made in equal employment opportunities while continuing to be aggressive in reaching these goals.
2. We must create a working environment where each employee is enabled to contribute their individual talents to the successful achievement of TVA’s business objectives. This environment must be built around the values of integrity, respect, accountability, teamwork, continuous improvement, honest communication, and flexibility.

Achieving this goal is the responsibility of every manager and employee in the Agency. Each individual is expected to model the appropriate behavior, and measures will be developed to ensure that this goal is achieved.
