
TVA Policy Statement on Equal Employment Opportunity

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE EMPLOYMENT POLICY STATEMENT

It is the policy of the Tennessee Valley Authority (TVA) to provide equal opportunities in employment for all persons. TVA promotes the full utilization of all employees through equal opportunity employment programs for minorities, women, persons with disabilities, and disabled veterans to eradicate prohibited discrimination. TVA policy also prohibits discrimination against any person on the basis of race, color, religion, sex, sexual orientation, national origin, age (40 years of age or older), disability, or genetic information.

This statement reaffirms our commitment to the following major equal employment opportunity program objectives:

- Utilize to the fullest extent the present skills of employees by all means, including the redesign of jobs, where feasible.
- Provide maximum opportunity for employees to enhance their skills through on-the-job training, work study, and other training programs so they may perform at their highest potential and advance in accordance with their abilities.
- Provide counseling and resolution alternative for employees and applicants who believe they have been subjected to prohibited discrimination.
- Provide for the prompt and just disposition of discrimination complaints.
- Provide sufficient qualified resources and personnel to administer the equal employment opportunity program in a positive and effective manner.
- Enhance employment opportunities for disabled veterans and persons with disabilities by providing reasonable accommodation and removing architectural barriers.
- Review, evaluate, and control managerial and supervisory performance to ensure that equal employment policies and programs are supported and administered fairly.

All TVA employees, managers, and supervisors are responsible and will be held accountable for achieving TVA equal employment opportunity program objectives and for fulfilling its equal employment opportunity program requirements. Furthermore, this responsibility includes the maintenance of a work environment free of discrimination and/or harassment.