TVA-POL-11.002
Revision 2
Effective Date: September 15, 2018

Executive Policy
Diversity

Policy Statement

TVA values diversity and inclusion in everything we do and in everyone on our team. Working to fulfill our mission of service through energy, environment and economic development requires openness to new ideas, innovative solutions, and critical thinkers who possess the knowledge and passion to achieve success. As a leader in the utility industry, TVA will continue to create and implement strategies to attract, develop, and retain 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 and creating an environment where each employee is enabled to contribute their individual talents to the successful achievement of TVA's business objectives. This environment is built around the values of safety, service, integrity, accountability, and collaboration.

Policy Intent

Diversity and inclusion are critical components in TVA's ability to create and maintain a sustainable competitive advantage. Therefore, we must value everyone's contribution and treat each other with dignity and respect. An intentional focus on diversity and inclusion in the workforce, workplace, and marketplace is key to TVA's success.

Applicability

Achieving this goal is the responsibility of each employee and supplemental personnel at every level.

Applicable Requirements

The Equal Employment Opportunity Commission Management Directive 715 provides policy guidance to federal agencies for establishing and maintaining effective programs of equal opportunity under Section 717 of the Civil Right Act of 1964 and Section 501 of the Rehabilitation Act of 1973.

Implementation

Each individual is expected to model the appropriate behavior. This policy is implemented by the establishment of standard programs and processes (SPPs), and implementing documents.

Policy Executive Sponsor: _____ **Date:** 9/27/18
Susan E. Collins
SVP, HR & Chief HR Officer

Policy Executive Sponsor: _____ **Date:** 9/19/18
William D. Johnson
President and CEO