



***Executive Policy***  
**Equal Employment Opportunity**

**Policy Statement**

TVA promotes the full utilization of all employees through equal opportunity employment programs. Accordingly, TVA maintains a zero tolerance policy regarding any form of unlawful discrimination, including discrimination against any person on the basis of race, color, religion, sex (i.e., pregnancy, gender identity, or sexual orientation), national origin, age (40 years of age or older), mental and/or physical disability, genetic information, and reprisal. TVA personnel at every level have the right to work in an environment that is free from harassment or illegal discrimination. Individuals found to have engaged in such discriminatory behavior will be subject to discipline, up to and including termination, depending upon the circumstances of each situation.

**Policy Intent**

The policy is intended to:

- Continue efforts to eradicate every form of prejudice and prohibited discrimination from human resources practices, working conditions, and disciplinary actions.
- 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 alternatives for employees and applicants who believe they have been subjected to prohibited discrimination.
- 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.

**Applicability**

All TVA employees, managers, and supervisors are responsible for complying with TVA equal employment opportunity program objectives and requirements. This policy applies to all TVA employees and supplemental personnel.

**Applicable Requirements**

The Civil Rights Act of 1964 (Title VII), Equal Pay Act of 1963, Age Discrimination in Employment Act of 1967, Title I of the Americans with Disabilities Act, Sections 501 and 505 of the Rehabilitation Act of 1973, Civil Rights Act of 1991, and Title II of the Genetic Information Nondiscrimination Act of 2008 prohibit discrimination in the workplace.

**Implementation**

This policy is implemented by the establishment of standard programs and processes (SPPs), and implementing documents.

**Policy Executive Sponsor:**  **Date: September 25, 2020**  
**Jeannette Mills**  
**EVP & Chief External Relations**

**Policy Executive Sponsor:**   
**Jeffrey J. Lyash**  
**President & CEO** **Date: September 30, 2020**