Executive Policy
No Fear

Policy Statement

TVA encourages employees, applicants, and contractors to raise concerns without fear of retaliation. Accordingly, TVA maintains a zero tolerance policy that prohibits retaliation against any employee for reporting matters under this policy or procedure, or for assisting in any inquiry about such a report. Individuals found to have engaged in such retaliatory or discriminatory behavior will be subject to discipline, up to and including termination, depending upon the circumstances of each situation.

Policy Intent

TVA is committed to fostering a work environment that embraces the diverse backgrounds of all employees and job applicants. Discrimination against an employee or applicant with respect to the terms, conditions, or privileges of employment 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), disability, or genetic information is prohibited.

A TVA employee with authority to take, direct others to take, recommend or approve any personnel action must not use that authority to take or fail to take, or threaten to take or fail to take, a personnel action against an employee or applicant because of a disclosure of information by that individual that is reasonably believed to evidence violations of law, rule or regulation; gross mismanagement; gross waste of funds; an abuse of authority; or a substantial and specific danger to public health or safety; or censorship related to research, analysis, or technical information, unless disclosure of such information is specifically prohibited by law and such information is specifically required by executive order to be kept secret in the interest of national defense or the conduct of foreign affairs.

TVA personnel at every level have the right to work in an atmosphere that is free from harassment or illegal discrimination. Accordingly, retaliation against an employee or applicant who exercised his or her rights under any of the federal antidiscrimination or whistleblower protection laws is prohibited.

Applicability

This policy applies to all TVA employees, former employees, job applicants, and supplemental personnel.

Applicable Requirements

Congress enacted the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2001, which is known as the No FEAR Act.

Implementation

Cases of alleged retaliation for engaging in activities protected by the federal antidiscrimination laws are investigated by TVA's Equal Opportunity Compliance (EOC) staff and must be reported to the EOC office within 45 calendar days of the incident. TVA employees may make whistleblower reprisal complaints to the Office of the Inspector General (OIG) by contacting the OIG Empowerline at www.oigempowerline.com or

by calling 855-882-8585. TVA employees may also file complaints with the Office of Special Counsel (OSC). Federal regulations are designed to protect an individual's privacy while encouraging any employee who believes he or she is being retaliated against to contact his or her supervisor, human resource representative, TVA's Employee Concerns Program, TVA's EOC office, or the Inspector General.

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