



Executive Policy
Prevention of Sexual Harassment in the Workplace

Policy Statement

TVA Maintains a zero tolerance policy regarding any form of unlawful discrimination. Sexual harassment is considered to be a form of sex discrimination under Title VII of the Civil Rights Act of 1964. TVA personnel at every level have the right to work in an atmosphere that is free from sexual 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.

All managers and employees shall avoid any action of conduct which could be viewed as sexual harassment and shall also take steps to prevent this offensive, unacceptable behavior from occurring in the workplace.

Policy Intent

The United States Equal Employment Opportunity Commission (EEOC) has established that unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment. Harassment does not have to be of a sexual nature and can include offensive remarks about a person's sex.

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) prohibits sexual harassment.

Implementation

Complaints of alleged sexual harassment protected by the federal antidiscrimination laws are investigated by TVA's office of Equal Opportunity Compliance (EOC) as claims of discrimination or by the agency's Inspector General as violations of conduct regulations. Claims of alleged sexual harassment must be reported to the EOC office within 45 calendar days of the incident. Federal regulations are designed to protect an individual's privacy while encouraging any employee who believes he or she is being sexually harassed to contact his or her supervisor, human resources representative, TVA's Employee Concerns Program, an Equal Employment Opportunity counselor, TVA's EOC office or the Inspector General.

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

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