

FEDERAL ENERGY REGULATORY COMMISSION

Washington, DC 20426

OFFICE OF THE CHAIRMAN

FERC'S POLICY STATEMENT ON ANTI-HARASSMENT

The Federal Energy Regulatory Commission is solely responsible for implementing and enforcing an anti-harassment policy, and will not tolerate adverse treatment of employees who report harassment or provide information related to such complaints. Employees who make complaints of harassment or provide information related to such complaints will be protected against retaliation.

In an effort to foster a working environment that enhances productivity and promotes the mutual respect and personal dignity of all employees of the Federal Energy Regulatory Commission, I am herein committed to a policy that ensures employees are not subjected to harassment of any kind in the work place.

Prohibited harassment includes, but is not limited to, micro-inequities (subtle discrimination) and sexual harassment. Unwelcome verbal or physical conduct based on race, color, religion, sex (with or without sexual conduct), pregnancy, national origin, age, disability, sexual orientation, gender identity, genetic information or retaliation, constitutes harassment when the conduct is severe or pervasive enough to create a hostile work environment. All employees are encouraged to report harassment before it becomes severe or pervasive. However, managers and supervisors have an even greater responsibility to ensure that the work place is free of any type of discrimination. They should therefore set high standards for themselves, and their employees, and immediately report and work to eliminate harassment before it becomes severe or pervasive.

If you believe that you are the subject of harassment in violation of this policy, you should discuss the occurrence with your supervisor or FERC's Anti-Harassment Coordinator Brittany Summers (202)-502-6582 or Brittany.Summers@ferc.gov, as soon as possible. If you believe that you are being harassed by your immediate supervisor, you should notify your supervisor's manager or the AHC. In addition, employees who observe or are made aware of possible harassment in the workplace have an obligation to immediately report the incident to their immediate supervisor, any member of their office's management, or the AHC. To the extent possible, all information will be maintained on a confidential basis. When a supervisor or manager is notified of alleged harassment, he or she must notify the AHC immediately.

An allegation of harassment, whether written or oral, should include the specific nature of the incident, date, and place of the incident and names of all parties involved. Allegations

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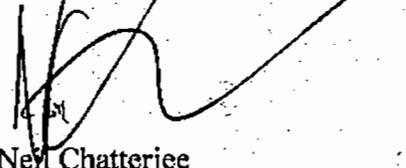
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of harassment will be promptly, thoroughly, and carefully investigated by management via an internal administrative inquiry, which shall remain confidential to the extent possible. In the alternative, management may elect to have allegations of harassment investigated by a third party outside of the Commission. The Commission will take immediate and appropriate action to address all allegations of harassment.

If you believe that your allegations or concerns are not being adequately addressed by management or the AHC, or you would like to file an official EEO complaint regarding your allegations, you should contact an EEO counselor up to but no later than 45 days after the final resolution by management or the AHC.

Nothing in this policy is designed to prevent you from pursuing an EEO complaint. In order to preserve your right to file an EEO complaint, you must contact your supervisor, the AHC, or the EEO office within 45 days after the last incident of alleged harassment.



Neil Chatterjee
Chairman