FEDERAL ENERGY REGULATORY COMMISSION

Washington, DC 20426

OFFICE OF THE CHAIRMAN

FERC'S POLICY STATEMENT ON SEXUAL HARASSMENT

As Chairman, I want to emphasize my commitment to a workplace free from sexual harassment. As an institution, we maintain the highest level of professionalism and an environment of fairness, trust, respect, and honesty. Sexual harassment is a form of discrimination which, along with discrimination based on race, color, religion, sex (including pregnancy), sexual orientation, gender identity, national origin, disability, age, retaliation, and genetic information violates these core values. It is also prohibited by law, regulation, and presidential directive. U.S. Supreme Court decisions have reaffirmed that such behavior cannot be tolerated by employers and will not be tolerated here at the Commission.

It is the Commission's policy to protect all employees, both male and female, from any form of sexual harassment, or any supervisor or manager who knowingly permits such conduct to occur, will be subject to disciplinary action up to and including dismissal from the Commission. Employees who make allegations of sexual harassment or provide information related to such allegations will be protected against retaliation.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors and other physical or verbal conduct of a sexual nature. Examples of sexual harassment include, but are not limited to:

1. a demand for sexual favors that is accompanied by a promise of favorable job treatment or threat concerning the individual's employment;

2. pressure for sexual favors, including implying or threatening that an applicant's or employee's submission to sexual demands (or refusal) will have any effect on the person's employment, job assignment, wages, promotion, or any other conditions of employment of future job opportunities; or

3. unwelcome offensive conduct, such as continual sexual propositions, slurs, or innuendos directed at the employee, uninvited physical contact, or repeated vulgar or demeaning comments, written or oral, directed toward the employee or others of his/her gender.

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If you believe you are the subject of sexual harassment in violation of this policy, you should discuss the occurrence with your supervisor or FERC's Anti-Harassment Coordinator (AHC) Brittany Summers (202)-502-6582 or Brittany.Summers@ferc.gov), as soon as possible. If you believe that you are being sexually 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 sexual 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 sexual harassment, he or she must notify the AHC immediately.

An allegation of sexual 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 of sexual 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 sexual harassment investigated by a third party outside of the Commission. The Commission will take immediate and appropriate action to address all allegations of sexual 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