



Executive Policy
Prevention of Sexual Harassment in the Workplace

Policy Statement

Sexual harassment is a form of discrimination that is prohibited by federal and state laws and TVA policy. Accordingly, all managers and employees shall avoid any action or 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 sexual harassment includes unwelcome sexual advances and requests for sexual favors. Other verbal or physical conduct of a sexual nature is considered sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment.
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individuals.
- Such conduct has the effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

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.

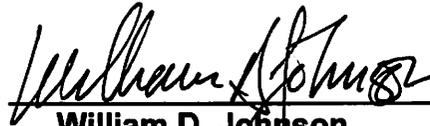
Implementation

Complaints of alleged sexual harassment protected by the Federal Antidiscrimination Laws are investigated by TVA's Director of Equal Opportunity Compliance staff (EOC) as claims of discrimination or by the agency's Inspector General as violations of conduct regulations. Claims of discrimination must be reported 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 resource representative, TVA's Employee

Concerns Program, an Equal Employment Opportunity counselor, TVA's Equal Opportunity Compliance office, or the Inspector General.

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

Policy Executive Sponsor:  Date: 5/17/13
Janet C. Herrin, P.E.
EVP and CAO

Policy Executive Owner:  Date: 7/21/13
William D. Johnson
President and CEO