



Department of Energy
Southwestern Power Administration
One West Third Street
Tulsa, Oklahoma 74103-3519

January 5, 2021

Policy Statement on Equal Employment Opportunity, Harassment, and Retaliation

Southwestern Power Administration (Southwestern) has an important role to play in the transmission and marketing of Federal hydroelectric power. Performing this role safely and effectively requires significant input from every employee, every time they come to work. Discrimination, harassment (sexual or non-sexual) and/or retaliation, undermines an employee's ability to focus on important work, lowers morale for everyone and may cause employees to take their talents elsewhere. Following Equal Employment Opportunity (EEO) principles is not only the law, but it is also the right thing to do and a sound business practice.

I am personally committed to the EEO principles and to ensuring that Southwestern maintains a workplace free from discrimination, harassment of any type, and retaliation. By Order dated December 3, 2020, (SWPA O 311.2, Anti-Harassment & Retaliation) we have reaffirmed Southwestern's commitment to these principles as well. The Order contains Southwestern's policies regarding workplace discrimination, harassment, and retaliation, and emphasizes that these actions will not be tolerated. It outlines employee rights and responsibilities, and details steps employees seeking redress can take if they believe they have been subjected to discrimination, harassment, or retaliation. I encourage all employees to review the Order.

While the EEO complaint process is generally available only to federal employees, I want to make it clear that *no* person on a Southwestern facility or job site shall be subjected to discrimination or harassment on the basis of race, color, sex, (including pregnancy, gender identity, and sexual orientation), religion, national origin, age disability (physical or mental), genetic information, or retaliation for participation in any protected EEO activity. Further, no retaliation against a person opposing unlawful discrimination or harassment will be allowed.

In accordance with SWPA Order 311.2, I highly encourage individuals to promptly report discrimination and harassment to any management official or directly to the EEO Program Manager so the situation can be addressed promptly and appropriately. Managers who have knowledge of possible harassment or retaliation are responsible for taking immediate and appropriate corrective action with respect to any matter involving an allegation of discrimination, harassment, or retaliation.

I appreciate the work you do each day to make Southwestern such a great place to work. As we work together to create a workplace free from discrimination and harassment and that is welcoming to all individuals, we continue that great tradition.

A handwritten signature in blue ink, appearing to read "Mike Wech".

Mike Wech
Administrator