



# Federal Energy Regulatory Commission

## Office of the Chairman

June 22, 2020

### **ANTI-HARASSMENT POLICY STATEMENT JUNE 2020**

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 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 workplace.

Prohibited harassment includes, (1) conduct that is unlawful under the federal civil rights laws, and (2) conducted based on any protected bases that is unwelcome, but may not rise to the level of unlawful; this conduct is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, interference with work performance, 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 workplace 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 (AHC), Brittany Summers (202) 502-6582 or [brittany.summers@ferc.gov](mailto: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. The identity of an individual who submits a report, a witness who provides information regarding a report, and the target of the complaint will be kept confidential, to the extent possible, consistent with a thorough and impartial investigation. Any individual who submits a report (either of harassment experienced or observed) or a witness who provides information regarding a report, will be protected from retaliation from co-workers and supervisors. 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. Management will ensure that the individual who conducts an inquiry will objectively gather the relevant facts.



Allegations of harassment will be promptly, thoroughly, and carefully investigated by management via an internal administrative inquiry, which shall remain confidential to the extent possible. The alleged harasser should not have supervisory authority over the individual who conducts the inquiry and should not have any direct or indirect control over the inquiry. The Commission will take immediate and appropriate action to address all allegations of harassment; ten (10) business days to begin the inquiry and sixty (60) days to finalize the inquiry. If it is determined that harassing conduct occurred, proportionate preventative and/or corrective action shall be taken promptly; such action may include disciplinary action.

If you believe that your allegations or concerns are not being adequately addressed by management or the AHC, and 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 last incident of alleged harassment.

If you perceive discrimination at any time during this process, you have the right to contact an EEO counselor and/or consult with a member of the EEO Advisor's staff to redress your allegations through the statutory process, 29 CFR 1614.

Sincerely,

A handwritten signature in black ink, appearing to read "N. Chatterjee", is positioned above the printed name.

Neil Chatterjee  
Chairman