



U.S. COMMODITY FUTURES TRADING COMMISSION

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**Office of the
Chairman**

MEMORANDUM

TO: All CFTC Employees
FROM: Timothy G. Massad *TGM*
DATE: October 24, 2014
SUBJECT: CFTC Policy Statement on Equal Employment Opportunity

As Chairman, I strongly support the U.S. Commodity Futures Trading Commission's Policy on maintaining a workplace free of discrimination and harassment. Our greatest resource is our employees, and each of us plays a role in ensuring that we recognize the benefits of the differences and diversity that we bring to our environment. We must all ensure that our actions are based on merit and are free from bias.

The protections provided by the Equal Opportunity Act extend to everything we do at the agency, be it recruitment and hiring, appraisal systems, promotions, training and career development programs, or any other action. Our commitment to providing employees with a workplace free of harassment includes eliminating any acts of verbal and physical conduct that create an intimidating or hostile environment. All persons should be afforded equal employment opportunities at the Commission in an environment in which they can do their best. Discrimination and harassment are illegal, and any employees who have been found to have committed harassment will be subject to disciplinary or adverse action.

Each of us is responsible for maintaining public trust, and we are held to high standards of conduct for honesty, integrity and impartiality while assisting the Commission in achieving its mission. We all share in the responsibility for making our workplace free of discrimination and harassment. CFTC supervisors and managers, in particular, should play a lead role in charting the course for equal employment opportunity in the workplace.

I appreciate the continuing commitment of this agency and its employees to ensure that we all share a safe and fair workplace where individual differences are respected and valued.