




U.S. Commodity Futures Trading Commission
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MEMORANDUM

To: All CFTC Employees
From: Chairman Heath Tarbert 
Date: December 11, 2019
Subject: CFTC Anti-Harassment Statement

The Commodity Futures Trading Commission (CFTC) is committed to maintaining a work environment that is free of harassment. It is expected that all employees be treated with dignity and respect. Harassment is contrary to the CFTC's core values, could undermine employee performance and the efficiency of government operations, and may be unlawful. Harassment of any kind simply will not be tolerated.

Harassment is unwelcome conduct that is based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age (40 or older), disability, or genetic information. Unlawful harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, or the Americans with Disabilities Act of 1990. Harassment becomes unlawful where enduring the offensive conduct becomes a condition of continued employment, or the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Any CFTC employee who believes they have been the victim of harassment or believes they have observed it should advise their supervisor, any member of management, and/or the CFTC's Director of the Office of Minority and Women Inclusion (OMWI). Allegations of workplace harassment will be promptly, thoroughly, and impartially investigated and, where appropriate, corrective action will be taken.