

To: All CFTC Employees

From: Chairman Rostin Behnam

Date: April 14, 2022

Subject: CFTC Equal Employment Opportunity and Anti-Harassment Statement

Equal Employment Opportunity

As CFTC Chairman, I believe that the CFTC should be a model workplace where all employees have the right to work and advance on the bases of merit and ability. Federal Equal Employment Opportunity (EEO) laws and regulations protect all employees and applicants for employment from discrimination or harassment based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), age (40 or older), national origin, disability, genetic information, or retaliation. I support the right of all CFTC employees to exercise their rights under Federal EEO laws and regulations. Moreover, I reaffirm the CFTC's commitment to ensuring that the CFTC provides employees and applicants for employment equal employment opportunity across all personnel and employment programs, and terms, conditions and privileges of employment including, but not limited to, recruitment, hiring, merit promotion, training, and career development and ask that you join me in this commitment. Consistent with this commitment, the CFTC also provides reasonable accommodations to employees and applicants with disabilities and for sincerely held religious beliefs, observances and practices.

Unlawful Harassment

The CFTC is committed to maintaining a work environment that is free of harassment. Harassment is a form of employment discrimination that violates Federal EEO laws and regulations and is defined as unwelcome verbal, non-verbal, or physical conduct that is based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), age (40 or older), national origin, disability, genetic information, or retaliation. Sexual harassment is a form of harassment defined as unwelcome sexual advances, request for sexual favors, or other verbal, non-verbal, or physical conduct of a sexual nature. Harassment becomes unlawful where: (1) enduring the offensive conduct becomes a condition of continued employment; or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Workplace harassment will not be tolerated, and the CFTC is committed to implementing policy and procedures to uncover and correct harassing conduct at the earliest possible stage to avoid or limit potential harm to any employee before it rises to the level of unlawful harassment.

Protection Against Retaliation

CFTC employees and applicants are also protected against retaliation. Consistent with Federal EEO laws and regulations, retaliation against individuals for their participation in the EEO complaint process or opposition to discriminatory practices is prohibited and will not be tolerated.

How To Report

CFTC employees or applicants for employment who believe they have been subjected to or observed harassing conduct should contact their immediate supervisor, the supervisor of the alleged perpetrator or any member of management. CFTC employees or applicants who believe they have been subjected to unlawful harassment, including sexual harassment, discrimination, or retaliation based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), age (40 or older), national origin, disability, genetic information, may initiate a complaint by contacting the Office of Minority and Women Inclusion (OMWI), Equal Employment Opportunity Program within 45 days of the alleged discriminatory action via email at CivilRights@cftc.gov.

Together, we all play a part in making the CFTC an employer of choice where we strive to ensure equal employment opportunity and a workplace free of harassment. All CFTC employees are responsible for maintaining public trust and are held to high conduct standards including honesty, integrity, and impartiality while supporting the Commission in achieving its mission and serving as an exemplar in the markets we regulate and the financial industry we serve. It is incumbent on all of us, regardless of our positions within the CFTC, to do our part to ensure that the CFTC is a safe and fair workplace, where individual differences are respected and valued; this includes cooperating fully in any matter related to equal employment opportunity. CFTC supervisors and managers must take a lead role in advancing and embedding fairness in our decision-making processes and proactively identifying and rectifying barriers to equal employment opportunity. Thank you for your hard work and dedication to fulfilling the CFTC's mission.