




**U.S. Commodity Futures Trading Commission**  
Three Lafayette Centre, 1155 21st Street, NW, Washington, DC 20581

J. Christopher Giancarlo  
Chairman

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**MEMORANDUM**

**TO:** All CFTC Employees

**FROM:** Chairman, J. Christopher Giancarlo 

**DATE:** September 27, 2018

**SUBJECT:** CFTC Anti-Harassment Policy Statement

The CFTC does not tolerate harassing conduct of any kind, including sexual harassment, in the workplace. Harassment is an illegal and offensive form of behavior that serves to undermine professional, cooperative working relationships, creating an unhealthy and ineffective workplace environment. Inappropriate behavior based on race, color, age, sex, disability, national origin, religion, genetic information and reprisal violates the law, this Commission's policy and is unacceptable.

Managers and supervisors have the responsibility for monitoring the workplace to ensure that harassment does not occur, and, if found, to take prompt and corrective action to ensure that the inappropriate behavior stops and does not recur.

We must maintain a work environment that is free from unlawful harassment and where all employees are treated with dignity and respect. Any CFTC employee who believes he/she has been the victim of harassment is encouraged to advise his/her supervisor, manager, and/or the Director for the Office of Minority & Women Inclusion (OMWI).