



U.S. Commodity Futures Trading Commission
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J. Christopher Giancarlo
Chairman

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MEMORANDUM

TO: All CFTC Employees
FROM: Chairman, J. Christopher Giancarlo
DATE: September 27, 2018
SUBJECT: CFTC EEO Policy Statement

As Chairman, I strongly support the U.S. Commodity Futures Trading Commission's Policy on maintaining a workplace free of discrimination and harassment based on race, religion, color, sex (including pregnancy and gender identity), sexual orientation, parental status, national origin, age, disability, family medical history or genetic information, political affiliation, or any other non-merit based factor.

One of the most important roles that I have as Chairman, and one that I take particular emphasis in, is respecting and valuing the diversity among our employees. As such, managers are expected to ensure a working environment that is free of all forms of discrimination. It is further incumbent upon every CFTC employee, at every level of seniority, to ensure that we stand as an exemplar of equal employment opportunity and diversity in the financial services industry as well as the Federal Government. As such, I ask each member of our workforce to take responsibility for implementing the Commission's EEO policy and cooperating full in its enforcement.

To increase employee engagement and inclusion, we have established five internal employee affinity groups: the Association of Asian American & Pacific Islanders, the Hispanic Employee Association, the Association of African Americans, the CFTC Pride: Gay, Lesbian, Bisexual Transgender & Allied Employees, and the Women At Work. These affinity groups are extremely important as we strive to become a model workplace. I would further encourage you to participate in our special emphasis programs that occur throughout the year.

For more information about the CFTC EEO program, please visit cftc.gov or send an email to CivilRights@cftc.gov

Thank you for your hard work and dedication to fulfilling the CFTC's mission.