



**U.S. Commodity Futures Trading Commission**  
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Heath Tarbert  
Chairman

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**MEMORANDUM**

**To:** All CFTC Employees  
**From:** Chairman Heath Tarbert   
**Date:** December 11, 2019  
**Subject:** CFTC Equal Employment Opportunity Statement

One of my important roles as Chairman and Chief Executive is to encourage respect and value for the diversity of our employees. I strongly support maintaining a workplace free of discrimination and harassment based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age (40 or older), disability, genetic information, reprisal, or any other non-merit based factor. All employees must have the freedom to compete on a fair and level playing field.

The equal employment opportunity ("EEO") objectives in this statement apply to current employees and applicants for employment. These objectives cover all employment programs, management practices, and decisions, including, but not limited to, recruitment, hiring, merit promotion, transfer, reassignment, training, career development, benefits, and separation.

It is incumbent upon every CFTC employee, at every level of seniority, to support our efforts to be an exemplar of EEO and diversity in the financial services industry and the federal government. Each member of our workforce must take responsibility for ensuring the Commission meets these EEO objectives, including cooperating fully in any matter related to

these objectives. Managers have a heightened obligation to strive to keep the CFTC's working environment free from all forms of prohibited discrimination.

To increase employee engagement and inclusion, we have established six internal employee affinity groups: the Association of Asian Americans & Pacific Islanders, the Hispanic Employee Association, the Association of African Americans, CFTC Pride, Women at Work, and the Veterans Affinity Group. These affinity groups are important as we strive to become a model workplace. I encourage you to participate in these groups and in our special emphasis programs that occur throughout the year.

Workplace discrimination, harassment, or reprisal will not be tolerated, and, if discovered, the agency will take prompt and appropriate action to correct the conduct before it becomes severe or pervasive. If a CFTC employee believes he or she has been unlawfully discriminated against based on their race, religion, color, sex (including pregnancy, sexual orientation, and gender identity), national origin, age, disability, genetic information, or reprisal, the employee should contact the Office of Minority and Women Inclusion (OMWI) within 45 days of the alleged discriminatory action. Employees who believe they have been discriminated against have a right to file a complaint or grievance, or otherwise oppose unlawful discrimination, without fear of retaliation. Reprisal against employees who engage in protected activity will not be tolerated.

**CFTC Equal Employment Opportunity (EEO) Program**

**Office of Minority and Women Inclusion (OMWI)**

(202) 418-5151

[CivilRights@cftc.gov](mailto:CivilRights@cftc.gov)

For more information about the CFTC's EEO program, please visit [cftc.gov](http://cftc.gov) or contact [CivilRights@cftc.gov](mailto:CivilRights@cftc.gov). Thank you for your hard work and dedication to fulfilling the CFTC's mission.