



Department of Energy
Bonneville Power Administration
P.O. Box 3621
Portland, Oregon 97208-3621



In reply refer to: AE-1

MEMORANDUM

Date: September 10, 2025
To: All Bonneville Power Administration Employees
From: John L. Hairston, Administrator and Chief Executive Officer
Subject: Equal Employment Opportunity Policy Statement, Fiscal Year 2025

A handwritten signature in blue ink, reading "John L. Hairston", written over the "From:" line of the memorandum.

Core Values and Commitment

The Bonneville Power Administration (BPA) is committed to fostering a positive work environment that supports a resilient, engaged workforce capable of delivering on our public-service mission. Our work environment is founded on equal employment opportunity and merit system principles that help us maintain a workplace free from harassment and discrimination. This memo serves as the renewal of my commitments to equal employment opportunity and a discrimination-free workplace.

Equal Employment Opportunity Policy

BPA is committed to providing equal employment opportunity for all employees and applicants for employment without regard to race, color, religion, sex (including pregnancy), national origin, age (40 and over), genetic information, or disability. We foster a merit-based workplace where all employees have the freedom to compete on a fair and level playing field with equal opportunity for advancement and recognition. Retaliation against any individual who engages in protected activity will not be tolerated, and BPA supports the rights of all employees to exercise their rights under the civil rights statutes.

BPA provides reasonable accommodations for qualified employees and applicants with disabilities and for employees with sincerely held religious beliefs, unless doing so would impose an undue hardship on the organization. Workplace harassment will not be tolerated, and the agency will correct the harassing conduct before it becomes severe or pervasive.

Scope

This commitment to equal employment opportunity encompasses all personnel and employment programs, management practices, and decisions, including recruitment and hiring, merit promotion, transfers, reassignments, training and career development, benefits, performance evaluations, disciplinary actions, and separation.

Organizational Benefits

Adherence to these principles of equal employment opportunity creates a positive work environment where all employees can reach their full potential. I am committed to ensuring that BPA is a place where employees can be certain they will be treated fairly, and with dignity and respect. These principles are essential to being a model organization that promotes operational excellence.

Responsibilities and Reporting Process

Every employee is responsible for acting professionally and not participating in discriminatory or harassing behaviors that offend, intimidate or unreasonably interfere with the work performance of others. If you believe you have been discriminated against or observed such conduct, you must contact the Office of Civil Rights and EEO to be assigned an EEO Counselor within 45 calendar days of the discriminatory action. The CREEO Office can be reached via email at CREEO@bpa.gov or by phone at 503-230-4725. An EEO Counselor will attempt to resolve the matter through informal means. If the matter is not resolved through counseling or Alternative Dispute Resolution, the aggrieved individual has the right to file a formal EEO complaint. For more information about the EEO process, please visit the EEOC's website at www.eeoc.gov.

All managers and supervisors are responsible and accountable for acting promptly to prevent, document, correct, and eliminate discrimination and harassment. All employees must complete mandatory EEO training and fully participate in EEO investigations into allegations of discrimination.

Conclusion

As a federal entity, BPA is stronger, more credible, and more effective when our workforce is comprised of the most qualified individuals selected through fair and merit-based processes. We have an affirmative responsibility to comply with all laws, regulations and Executive Orders designed to promote equal employment opportunity and prohibit discrimination. Creating and maintaining an environment free from discrimination, harassment and retaliation, where merit determines advancement, will help us attract, develop and retain outstanding employees, while motivating and inspiring employee engagement.