



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



In reply refer to: HE-1

MEMORANDUM

Date: July 23, 2025

To: All Bonneville Power Administration Employees

From: John L. Hairston, Administrator and Chief Executive Officer

Subject: Anti-Harassment and Retaliation Policy Statement

A handwritten signature in blue ink, reading "John L. Hairston", is positioned to the right of the "From:" line.

A safe, healthy and resilient workforce is essential to the Bonneville Power Administration's (BPA) success. Our work environment is founded on the principles of fair treatment and equal employment opportunity. Adherence to these principles creates a positive work environment, free from harassment and discrimination, where all employees can reach their full potential. It is also the law. BPA is committed to providing a work environment free of unlawful harassment and retaliation.

We can fulfill the promise of fairness and equal employment opportunities by following our established guidance under the Department of Energy, Policy Memorandum #102: *Prevention and Elimination of Prohibited Harassing Conduct* (Policy Memorandum #102).

No applicant or employee will be subjected to harassment (sexual or non-sexual) on the basis of race, color, sex (including pregnancy), religion, national origin, age (40 or older), disability (physical or mental), genetic information (including family medical history), or retaliation.

- Non-sexual harassment is any unwelcome conduct (verbal, written or physical) based on discrimination that:
 - Has the purpose or effect of unreasonably interfering with an employee's work performance.
 - Creates an intimidating, hostile or offensive work environment.
 - Affects an employee's employment opportunities or compensation.
- Sexual harassment is any unwelcome behavior of a sexual nature. This includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, physical conduct of a sexual nature, or other similar behavior. Sexual harassment is not limited to prohibited conduct by a male employee toward a female employee; a male may also be a victim of sexual harassment. Similarly, sexual harassment is not limited to the actions of a supervisory employee toward a nonsupervisory employee; the harasser may be an agent of the employer, a supervisory employee who does not supervise the victim, a co-worker or a non-employee.

This protection against discrimination and harassment extends to all management practices and decisions, including, but not limited to, recruitment and hiring practices, merit promotions, training, career development programs, benefits, transfers, reassignments and separations from the agency. This means that employment-related decisions must be based on merit and not on discriminatory factors.

The process within the Anti-Harassment Program is entirely separate and apart from other available administrative avenues of redress. The Anti-Harassment Program in conjunction with Policy Memorandum #102 seeks to address and resolve harassing conduct before it becomes unlawful, as defined under the anti-discrimination laws, and to hold those responsible for the prohibited conduct accountable.

Employees and applicants for employment have the right to report incidents of harassment without fear of retaliation. Anti-discrimination laws also prohibit harassment against individuals in retaliation because they have complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

If an anti-harassment complaint is filed, then a prompt, thorough and impartial inquiry will begin within three business days of the initial report. It is important to note that BPA seeks to protect, to the fullest extent possible, but cannot guarantee the confidentiality of harassment allegations, and shares information only with those who have a need to know in the performance of their official duties.

For more information regarding harassment in the workplace, or additional information on how to file an anti-harassment complaint, please visit the [Anti-Harassment](#) page on BPA Connection. To initiate a prompt impartial inquiry into a claim of harassment, contact the Anti-Harassment Program by email at reportharassment@bpa.gov. You may also report harassment to your supervisor, the alleged harasser's supervisor, or any supervisor within BPA.

It is the responsibility of BPA to prevent the harassment of employees by addressing matters as soon as possible. Therefore, BPA may conduct an inquiry into a matter, even in the absence of an anti-harassment complaint.

It is important to note that an allegation under Policy Memorandum #102 does not constitute an EEO complaint. The Anti-Harassment Program and/or Policy Memorandum #102 does not replace or affect an employee's right to file an EEO complaint, an appeal with the Merit Systems Protection Board (MSPB), negotiated grievance (if applicable), a complaint with the Office of Special Counsel (OSC), or other available reporting processes. Employees or applicants for employment should contact the Civil Rights and EEO office at creeo@bpa.gov or 503-230-4725 to file an EEO complaint.

Unlawful harassment in the workplace undermines our ability to achieve our mission. Accordingly, each employee is expected to honor the principles of fairness and equal employment opportunity in the workplace. Any employee who engages in harassment in violation of the law or this policy may be subject to disciplinary action, including suspension or

removal from federal service. Managers must act promptly and appropriately to eliminate and prevent harassment in the workplace. Managers who have knowledge of any act of possible harassment should contact the Anti-Harassment Program or Civil Rights and EEO office for guidance.

Creating and maintaining an environment free from discrimination, harassment and retaliation will help us attract, develop and retain outstanding employees while motivating and inspiring employee engagement and productivity. Thank you in advance for your efforts as we work together to ensure that we have a harassment free workplace at BPA.