



***Executive Policy***  
**No Fear**

**Policy Statement**

TVA encourages employees, applicants, and contractors to raise concerns without fear of retaliation.

**Policy Intent**

TVA is committed to fostering a work environment that embraces the diverse backgrounds of all employees and job applicants. Discrimination against an employee or applicant with respect to the terms, conditions, or privileges of employment on the basis of race, color, religion, sex, gender identity, national origin, age, disability, or genetic information is prohibited.

A TVA employee with authority to take, direct others to take, recommend or approve any personnel action must not use that authority to take or fail to take, or threaten to take or fail to take, a personnel action against an employee or applicant because of a disclosure of information by that individual that is reasonably believed to evidence violations of law, rule or regulation; gross mismanagement; gross waste of funds; an abuse of authority; or a substantial and specific danger to public health or safety; or censorship related to research, analysis, or technical information, unless disclosure of such information is specifically prohibited by law and such information is specifically required by executive order to be kept secret in the interest of national defense or the conduct of foreign affairs.

Retaliation against an employee or applicant who exercised his or her rights under any of the federal antidiscrimination or whistleblower protection laws is prohibited.

**Applicability**

This policy applies to all TVA employees, former employees, job applicants, and supplemental personnel.

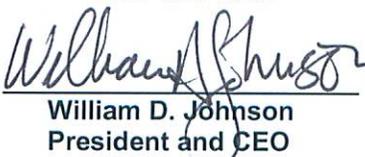
**Applicable Requirements**

Congress enacted the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2001, which is known as the No FEAR Act.

**Implementation**

Cases of alleged retaliation for engaging in activities protected by the Federal Antidiscrimination Laws and Whistleblower Protection Laws are investigated by TVA's Equal Opportunity Compliance staff and must be reported within 45 calendar days of the incident. Federal regulations are designed to protect an individual's privacy while encouraging any employee who believes he or she is being retaliated against to contact his or her supervisor, human resource representative, TVA's Employee Concerns Program, TVA's Equal Opportunity Compliance office, or the Inspector General.

Policy Executive Sponsor:  Date: 5/17/13  
Janet C. Herrin, P.E.  
EVP and CAO

Policy Executive Owner:  Date: 7/21/13  
William D. Johnson  
President and CEO