



Department of Energy
Southwestern Power Administration
One West Third Street
Tulsa, Oklahoma 74103-3502

November 20, 2013

**Equal Employment Opportunity
and Diversity Policy Statement**

The Equal Employment Opportunity and Diversity Program is a vital part of the overall success of the mission of the Southwestern Power Administration (Southwestern). Southwestern's strength is in its people, a group of outstanding and committed individuals who, working together, have made Southwestern a leader in the power industry.

If Southwestern is to continue to thrive in the changing power industry, we must meet the professional aspirations of the employees and candidates for employment we seek to train and attract. Southwestern recognizes that full utilization of the talents and capabilities of a diverse workforce is critical to the achievement of its mission. To achieve this, we must continue to provide all employees and potential employees with equal opportunity in hiring, professional growth, promotion, leadership development and training.

Southwestern managers and supervisors at all levels must dedicate themselves to equal opportunity by ensuring that every personnel decision is just, equitable and fair, and by granting all personnel the same consideration regardless of sex, race, color, religion, age, national origin, disability (physical and mental), sexual orientation, and status as a parent. They also must maintain a work environment which is free from harassment (sexual or non-sexual). These responsibilities do not lie solely with our managers and supervisors. Each and every Southwestern employee is personally responsible for actively supporting these principles.

It is my personal goal to increase advancement of the Equal Employment Opportunity and Diversity Program among all Southwestern employees. This policy statement will be posted prominently and supervisors will assist me in fulfilling my personal commitment of compliance with affirmative action plans and in the full implementation of this policy.

A handwritten signature in blue ink, appearing to read "C. M. Turner".

Christopher M. Turner
Administrator