



## U.S. COMMODITY FUTURES TRADING COMMISSION

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**TO:** All CFTC Employees and Applicants

**FROM:** Chairman Rostin Behnam

**DATE:** February 14, 2024

**SUBJECT:** Equal Employment Opportunity and Anti-Harassment Statement

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Inherent in our mission to promote the integrity, resilience, and vibrancy of derivative markets is the integrity, resilience, and vibrancy of our workforce. I believe that every individual deserves to be treated with dignity and respect and should have the right to obtain employment and advance in one's work at the Commission on the basis of merit and be free from discrimination and prejudice. As Chairman of the CFTC, I am deeply committed to protecting and promoting equal employment opportunity (EEO) for CFTC employees and applicants, and I remain resolved in maintaining a discrimination and harassment free workplace that is inclusively diverse and fair.

Federal EEO laws and regulations protect all CFTC employees and applicants from unlawful discrimination or harassment based on race, color, religion, national origin, sex (including pregnancy, sexual orientation, and gender identity), age (40 or older), disability, genetic information, or reprisal. In addition to these civil rights protections, Executive Orders protect against employment discrimination based on status as a parent. I support the right of all CFTC employees and applicants to exercise their rights under federal EEO laws and regulations as it relates to any term, condition, or privilege of employment occurring in personnel and employment programs and management practices including, but not limited to, recruitment, hiring, reward, merit promotions, training and development, and separations. To protect the exercise of these rights, retaliation against individuals who exercise their right to participate in EEO activity or to oppose discriminatory acts will not be tolerated. Lastly, and consistent with the commitment not to discriminate, the CFTC must also provide reasonable accommodations to employees and applicants with disabilities; for sincerely held religious beliefs, observances and practices; and for known limitations related to pregnancy, childbirth, or related medical conditions.

We must also maintain a work environment that is free from unlawful harassment, including sexual harassment, as well as harassing conduct in violation of [CFTC Anti-Harassment Policy](#) (APP-250.1-POL), which allows the agency to correct harassing conduct before it rises to the level of unlawful harassment. Hostile, abusive, or intimidating words or conduct are inconsistent

with our agency's value of teamwork and undercuts our ability to foster the kind of collaboration and coordination that is critical to mission success. Retaliation against an individual for reporting harassment or for participating in an investigation into harassment will not be tolerated, and I am committed to enforcing the corrective measures outlined in the [CFTC Anti-Harassment Procedures](#) (APP-250.1-PRO), which may include appropriate disciplinary measures.

If you believe you have been discriminated, harassed, or retaliated against in violation of federal EEO laws, you may obtain information about your rights or initiate an EEO complaint by contacting the Office of Minority and Women Inclusion (OMWI) EEO Program within 45 calendar days of the alleged discriminatory action via email at [eeo@cftc.gov](mailto:eeo@cftc.gov) or via phone at (202) 416-5400. The EEO Program will process your complaint with neutrality and confidentiality, and encourage the use of alternative dispute resolution (ADR) to resolve EEO complaints.

I invite you to join me in upholding this commitment to EEO and anti-harassment and ensuring a fair and equitable workplace. As always, thank you for your ongoing dedication to advancing the important work of the CFTC.