

**Non-substantive Change Request**  
**OMB Control Number 3316-0063**  
**EMPLOYMENT APPLICATION**  
**Date Submitted: March 18, 2025**

**Summary of request:** Tennessee Valley Authority is requesting a change request to revise questions to align with E.O. 14168 *Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government*.

**Description of Changes Requested:** This request updates sex questions used in TVA's Employment Application to be in accordance with EO 14168.

Revision of an existing question(s)

Deletion of an existing question(s)

**Description of Changes to Burden:**

Form	Approved Burden	Requested Burden
Employment Application	Total Time: 0.2 0.2 per response 15,923 respondents	Total Time: 0.2 0.2 per response 10,000 respondents
Total	Total time: 3185	Total time: 2000

**Description of Changes:**

**Approved:**

The screenshot shows a portion of an online form. A red rectangular box highlights the following text:

**Self Identification Details**  
Qualified applicants are considered for and treated during employment without regard to race, color, religion, national origin, citizenship, age, marital status, ancestry, physical or mental disability, medical condition, veteran status or sexual orientation.  
Solely to help us comply with federal and state Equal Employment Opportunity record keeping, and other legal requirements, we invite you to complete the following information.

Please note that completion of this information is voluntary. Refusal to complete this information will not subject you to adverse treatment. The information you provide is confidential and will be kept separate from your other applicant information. This information will be used for data reporting requirements and will not be considered in making any employment decisions.

Below the highlighted text, there are two dropdown menus. The first is labeled "Gender" and the second is labeled "Ethnicity".

**Requested Change:**

**Self Identification Details**

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What is your sex?

What is your Ethnicity?

**Approved:**

Do you consider yourself a member of the Lesbian, Gay, Bisexual, and/or Transgender (LGBT) community?

No

Yes

**Requested change:**

DELETE