

RUS Non-Discrimination Policy

Policy #: BP 15

Rappahannock Electric Cooperative

1. Purpose

To establish fair access to employment opportunities, purchase orders, contracts, subcontracts, and other benefits and services at Rappahannock Electric Cooperative ("REC").

2. Scope

This policy pertains to the Board of Directors ("Board") and all employees of REC.

3. Policy Statement and Implementation

3.1. REC is the recipient of Federal financial assistance from the Rural Utilities Service, an agency of the U. S. Department of Agriculture, and is subject to the provision of Title VI of the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act of 1973, as amended, the Age Discrimination Act of 1975, as amended, and the rules and regulations of the U. S. Department of Agriculture, which provide that no person in the United States, on the basis of race, color, national origin, age or disability shall be excluded from participating in, admission or access to, denied the benefits of, or otherwise be subjected to discrimination under any of REC's programs or activities. In alignment with these requirements, the two following statements are policy adopted by resolutions of the Board.

3.1.1. NOTICE OF NON-DISCRIMINATION IN EMPLOYMENT "REC is an equal opportunity employer and shall not discriminate on the grounds of race, color, religion, sex (including pregnancy and childbirth and related medical conditions including lactation), sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, veteran or military status, or any other protected classification under federal, state, or local law, or other REC policy, in hiring or in the terms and conditions of employment, including, but not limited to, upgrading, demotion, transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation and selection for training or apprenticeship; and shall not permit supervisory personnel to discriminate on these grounds in carrying out their assignments."

3.1.2. STATEMENT OF NON-DISCRIMINATION "REC has filed with the Federal Government a Compliance Assurance in which it assures the RUS that it shall comply fully with all requirements of Title VI of the Civil Rights Act of 1964 and the Rules and Regulations of the Department of Agriculture issued thereunder. To the end that no person in the United States shall, on the grounds of race, color, religion, sex, national origin, religion, age, marital or familial status, disability, genetic information, political beliefs, or any other trait protected by applicable law, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination in the conduct of its program and the operation of its facilities. Under this assurance, this organization is committed not to discriminate against any person on the ground of race, color, religion, sex,

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Policy #: BP 15

Rappahannock Electric Cooperative

national origin, age, or disability, in its policies and practices relating to treatment of beneficiaries and participants, including rates, conditions and extension of service, use of any of its facilities, attendance at and participation in any meetings of beneficiaries and participants or the exercise of any rights of such beneficiaries and participants in the conduct of the operations of this organization.”

3.1.3. "Any person who believes himself, or any specific class of individuals, to be subjected by this organization to discrimination prohibited by Title VI of the Act and the Rules and Regulations issued thereunder may file a written complaint with this organization; or write to USDA, Director, Office of Civil Rights, Room 326-W, Whitten Building, 1400 Independence Avenue, SW, Washington DC 20250-9401, or call (202) 720-5964 (voice or TDD). Complaints must be filed within 180 days after the alleged discriminatory action, or by such later date to which the Secretary of Agriculture or the Administrator of RUS extends the time for filing. Identity of complainants will be kept confidential except to the extent necessary to carry out the purposes of the rules and regulations of the U.S. Department of Agriculture.”

3.2. Accordingly, REC has or shall take the necessary actions and establish the necessary procedures to further these policies, and will pursue the Affirmative Action Plan in utmost good faith.

3.3. REC fully realizes its responsibilities in the matters of Equal Employment Opportunity and non-discrimination. It is in that spirit that it establishes the RUS Non-Discrimination Policy. Please see the Affirmative Action Plan for more information.

4. Responsibilities

4.1. The Board shall enforce the CEO's adherence to this policy.

4.2. The CEO shall enforce adherence to this policy with staff.

4.3. Violations of this policy may result in disciplinary or corrective action.

5. Confidentiality

This policy may be treated as public and may be made available on REC's website or other communication channels.

6. Definitions

Board: the Board of Directors for Rappahannock Electric Cooperative

REC: Rappahannock Electric Cooperative and its affiliates

Director(s): members of the Rappahannock Electric Cooperative Board of Directors

References and Related Documents:

REC Affirmative Action Plan

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Approver:	Board of Directors
Applies to:	Board of Directors, President & Chief Executive Officer
Administrator:	Chief Administrative & Finance Officer
Superseding Effect	This Policy supersedes all previous policies and memoranda concerning the subject matter. Only the Approver may authorize exceptions to this Policy.