

Policy Against Harassment and Discrimination

Policy #: BP 16

Rappahannock Electric Cooperative

1. Purpose

To prohibit and prevent harassment and discrimination in the workplace at Rappahannock Electric Cooperative.

2. Scope

This policy applies to all members of the Board and all REC employees.

3. Policy Statement and Implementation

3.1. Rappahannock Electric Cooperative condemns and prohibits any form of prohibited harassment, discrimination or retaliation in the work place, which includes where work-related activities are occurring off-site. Harassment, discrimination and retaliation are inconsistent with our philosophy of mutual respect for all employees and will not be tolerated.

3.2. Rappahannock Electric Cooperative recognizes its duty to provide a work environment free from harassment or discrimination based on or related to an individual's race, sex, color, national origin, religion, age, disability, marital status, pregnancy or any other classification protected by applicable local, state or federal law. Each complaint of such conduct shall be promptly and thoroughly investigated. Discipline up to and including discharge shall be imposed upon those found to have violated this policy. Those engaging in any form of prohibited harassment may also face personal legal liability for their actions.

3.3. There shall be no reprisals taken against anyone for making good faith allegations or inquiries concerning harassment or discrimination.

3.4. Allegations of harassment, discrimination or retaliation should be brought immediately to the attention of the Manager of Human Resources, the President & Chief Executive Officer, or the Chairman of the Board, as appropriate.

3.5. Employees will receive periodic communication about their rights and responsibilities related to harassment and discrimination.

4. Responsibilities

Manager of Human Resources, President & Chief Executive Officer, or Chairman of the Board as appropriate.

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 or Cooperative: Rappahannock Electric Cooperative, RE Communications Inc., and Extentia LLC.

References and Related Documents:

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Policy Title:	Policy Against Harassment and Discrimination
Policy Number:	BP 16
Review Frequency:	Triennial
Last Reviewed:	April 15, 2020
Date Adopted:	October 16, 2003
Effective Date:	October 16, 2003
Amendment Dates:	April 15, 2020
Approver:	Board of Directors
Applies to:	Board of Directors; President & Chief Executive Officer; REC employees
Administrator:	Corporate Services
Superseding Effect	This Policy supersedes all previous policies and memoranda concerning the subject matter. Only the Approver may authorize exceptions to this Policy.