

## **FARM CREDIT OF THE VIRGINIAS**

### **EQUAL EMPLOYMENT OPPORTUNITY & AFFIRMATIVE ACTION**

The goals of the Association with reference to equal employment opportunity are as follows:

1. To recruit, hire, train, promote, discipline, and terminate persons in all job groups without regard to race, color, age (40+), religion, sex, pregnancy, national origin, disability, veteran status, genetic information, sexual orientation, gender identity or any other consideration made unlawful by any applicable federal, state, or local laws; provided, however, nothing in this policy, is intended to limit or expand the obligations of the Association pursuant to any federal, state, or local law:
2. To make all employment decisions in a manner which will further the principle of equal employment opportunity:
3. To ensure that decisions regarding promotions are in accord with principles of equal employment opportunity by imposing only job related requirements for promotional opportunities:
4. To ensure that personnel actions with reference to employment-related matters such as compensation, benefits, transfer, layoffs, recalls from layoffs, company-sponsored training, education, tuition reimbursement and social and recreational programs will be administered without regard to race, color, age (40+), religion, sex, pregnancy, national origin, disability, veteran status, genetic information, sexual orientation, gender identity or any other consideration made unlawful by any applicable federal, state, or local law; and
5. To provide reasonable accommodations to the extent required by the Americans with Disabilities Act of 1990, as amended, in order to enable any qualified individual with a disability who makes known his or her disability and the need for a reasonable accommodation to perform the essential functions of his or her job.

Equal employment opportunity envisions taking affirmative steps to ensure the proper utilization of all human resources in our work force. The company strives to adhere to all equal employment and affirmative action laws and regulations (as applicable to the Farm Credit system), including but not limited to the Americans with Disabilities Act of 1990, as amended. We support the objectives of affirmative action and the attainment of a work environment, free of unlawful discrimination, in which employment and advancement decisions further the principle of equal employment opportunity.

In addition, employees and applicants are protected from harassment, threats, coercion, intimidation or discrimination for:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance review, hearing or any other activity related to the administration of any applicable

- Federal, State or local law requiring equal opportunity and affirmative action;
3. Opposing any act or practice made unlawful by Federal, State or local law requiring equal opportunity and affirmative action;
  4. Exercising any other right protected by applicable laws.

This Equal Employment Opportunity/Affirmative Action policy has the full support of the Chief Executive Officer, who has assigned responsibility for its implementation to the Director of Human Capital who has been designated as the Association's equal employment opportunity/affirmative action officer. In addition, the ongoing support of these programs by each employee is a vital part of our commitment to further the principles of equal employment opportunity within our organization. The Affirmative Action Program for qualified individuals with disabilities and qualified protected veterans is available for inspection by any employee or applicant for employment upon request between 8:00am to 5:00pm in the Human Resources department.

Board Reaffirmation: January 2016