



**Farm Credit of the Virginias, ACA
EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

It is the practice of Farm Credit of the Virginias, ACA not to discriminate against any employee or applicant for employment due to race, color, sex, ethnicity, sexual orientation, gender identity, gender expression, sex characteristics, pregnancy, childbirth, or related medical condition, menopause and perimenopause-related conditions, ancestry, because of or on the basis of traits historically associated with race, including hair texture, hair type, and protective hairstyles such as braids, locks and twists, age, religion, national origin, marital status, disability, blindness, genetic information or refusal to submit to genetic testing, protected veteran status (including relationship or other association with a protected veteran), military status, medical condition, status as a victim of domestic violence, sexual assault, or stalking, citizenship or immigration status, consistent with applicable law, or any other class protected by federal, state or local law.

This practice shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment.

Furthermore, the Association will provide reasonable accommodation for qualified applicants and employees with a disability who require it. The Association will also provide reasonable accommodation for known limitations related to pregnancy, childbirth, or related medical conditions, consistent with the Pregnant Workers Fairness Act, and for sincerely held religious beliefs, practices and observances, unless doing so would impose an undue hardship. Farm Credit of the Virginias prohibits harassment of employees and applicants on the basis of any protected characteristic or for exercising rights protected by, or because of their participation in an investigation or compliance review related to, the Americans With Disabilities Act, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, or any other federal or state non-discrimination law, rule, or regulation. Such rights include protection against discrimination on the basis of a person's relationship or association with a protected veteran.

Farm Credit of the Virginias, ACA also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.



FARM CREDIT

As Chief Executive Officer of Farm Credit of the Virginias, ACA, I am committed to the principles of affirmative action and equal employment opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the Association, I have selected Melanie Craig as the Chief Administrative Officer for Farm Credit of the Virginias, ACA. One of the Chief Administrative Officer's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of the Association's programs. If you feel that you have been discriminated against in any manner as above, you should notify Melanie Craig, CAO. All matters will be investigated, and appropriate corrective action will be taken, up to and including termination of employment, if necessary.

In furtherance of Farm Credit of the Virginias, ACA's practice regarding affirmative action and equal employment opportunity, the Association has developed a written Affirmative Action Program (AAP) which sets forth the policies, practices and procedures that the Association is committed to in order to ensure that its practice of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This AAP is available for inspection by any employee or applicant for employment upon request during normal business hours, either in person or electronically, through the Human Resources department. Any questions should be directed to me, your supervisor, or Melanie Craig.

Pete Cypret

Chief Executive Officer

Farm Credit of the Virginias, ACA 12/1/2025 (Plan Effective Date)