



BOARD OF TRUSTEES POLICIES

Subject: Equal Opportunity and Non-Discrimination Policy			Policy No.: 121
Original Issue: 09/16/1994	Last Revised: 02/15/2017	Last Reviewed: 02/15/2017	Page: 1 of 1

PURPOSE

The purpose of this policy is to ensure that Jemez Mountains Electric Cooperative, Inc. (JMEC) complies with all laws applicable to the Cooperative prescribing equal opportunity and non-discrimination.

ACCOUNTABILITY

The members of the Board of Trustees and the General Manager are accountable for ensuring implementation of and adherence to this policy.

SCOPE

JMEC uses employment practices that provide equal employment opportunities without regard to race, color, religion, sex, sexual orientation, gender identification, mental or physical disability, spousal affiliation, age, or national origin. The Cooperative will take affirmative action to provide equal employment opportunities for Special Disabled Veterans, Vietnam era veterans, and all other veterans; and qualified handicapped individuals.

The General Manager will, in a positive manner, periodically bring this policy to the attention of JMEC supervisory personnel, who in turn will affirmatively implement this policy so as to avoid any discrimination and provide equal employment opportunities as set forth in this policy.

POLICY

JMEC shall comply with the Rural Utilities Service (RUS) Statement of Non-Discrimination, as follows:

“Jemez Mountains Electric Cooperative, Inc., 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 provisions 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 handicap shall be excluded from participation in, admission or access to, denied the benefits of, or otherwise be subjected to discrimination under any of this organization’s programs or activities.

The person responsible for coordinating this organization’s nondiscrimination compliance efforts will be the General Manager. Any individual or specific class of individuals, who feels that this organization has subjected them to discrimination, may obtain further information about the statutes and regulations listed above and/or file a written complaint with the Cooperative; or the Secretary of the U.S. Department of Agriculture in Washington, D. C. Complaints must be filed within 180 days after the alleged discrimination. Confidentiality will be maintained to the extent possible.

	Chairman of the Board	Date: <u>3/28/17</u>
	Policy Committee Chair	Date: <u>3/28/17</u>