

**Alabama Ag Credit, ACA
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

It is the policy of Alabama Ag Credit, ACA not to discriminate against any employee or applicant for employment because of his or her race, color, religion, gender, age, national origin, sexual orientation, disability, veteran status, service in the uniformed services, or any other protected classification under state or federal law. Veteran may include disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as "protected veterans." It is also the policy of Alabama Ag Credit, ACA to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy 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 qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

Alabama Ag Credit, ACA prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. Alabama Ag Credit, 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 for individuals with disabilities and protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

As Chief Executive Officer of Alabama Ag Credit, 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 Susan Halstead as the Affirmative Action Officer for Alabama Ag Credit, ACA. One of the Affirmative Action Officer's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Alabama Ag Credit, ACA's programs.

In furtherance of Alabama Ag Credit, ACA's policy regarding affirmative action and equal employment opportunity, Alabama Ag Credit, ACA has developed a written Affirmative Action Program (AAP) which sets forth the policies, practices and procedures that Alabama Ag Credit, ACA is committed to in order to ensure that its policy 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 between 8:00 am to 4:30 pm at the Human Resources department. Any questions should be directed to me, your supervisor, or Susan Halstead, Affirmative Action Officer

Douglas Thiessen
President/ Chief Executive Officer
Alabama Ag Credit, ACA
2020