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## FALL RIVER RURAL ELECTRIC COOPERATIVE, INC.

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### GENERAL POLICY No. 603 SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY FOR INDIVIDUALS WITH DISABILITIES, AND VETERANS

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#### I. **PURPOSE:**

To establish and maintain a continuing policy of non-discrimination and affirmative action in employment and other personnel decisions of all kinds that will ensure compliance with nondiscrimination laws and regulations applicable to federal contractors relating to individuals with disabilities and protected veterans, including without limitation Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, the Cooperative sets forth the following policy.

#### II. **POLICY:**

##### A. **Non-Discrimination.**

The Cooperative will not discriminate against any otherwise qualified individual on the basis of disability or protected veteran status in recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training including apprenticeship, and other aspects of employment, at all levels of employment, and to base all employment decisions only on valid job requirements. Employees and applicants will not be subject to harassment on the basis of disability or status as a protected veteran.

##### B. **Affirmative Action.**

To the extent required by applicable law, the Cooperative will take affirmative action to employ, and advance in employment qualified disabled individuals, and qualified protected veterans.

##### C. **Accommodation.**

To the extent required by applicable law, the Cooperative will make

reasonable accommodation to the known disability of an otherwise qualified applicant or employee so long as it does not cause an undue hardship to the Cooperative. Information about the disability will be kept confidential to the extent reasonable given the Cooperative's obligation to address any request for accommodation, implement an accommodation, engage in the interactive process, or provide information in response to legal process.

**D. Non-Retaliation**

Any employee or applicant who believes this policy has been violated should report the matter to the Human Resources Department Manager or the CEO/General Manager. The Cooperative will not retaliate against any individual who in good faith complains of violation of this policy of applicable law, or in good faith participates in an investigation of such a complaint, or opposes any unlawful practice under applicable law, or exercises any right enforced by the Office of Federal Contracts Compliance.

**E. Protected Veterans**

"Protected Veterans" for purposes of this policy means any individual entitled to the benefits of the Vietnam Era Veterans' Readjustment Act of 1974, as amended, including as of the date this policy was revised: disabled veterans, Armed Forces service medal veterans, recently separated veterans, and other protected veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized.

**III. RESPONSIBILITY:**

- A. The Board of Directors shall review and approve any changes recommended by management in this policy statement; and shall review and approve the written affirmative action plan.
- B. The CEO/General Manager shall cause to be developed a written affirmative action plan to further implement this policy, which shall be reviewed and approved by the Board of Directors.

**IV. PRIMACY OF POLICY:**

This policy supersedes any existing policy that may be in conflict with the provisions of this policy. This policy does not represent a contract between the employer and employee, and the employer herein may change the policies alone and without notice.

APPROVED BY THE CEO/GENERAL MANAGER

  
Bryan Case, CEO/GM

DATE 603 EFFECTIVE: March 14, 1977  
DATE 603 REVISED: December 11, 1979  
DATE 603 REVISED: August 25, 2003  
DATE 603 and 603 COMBINED: June 25, 2012  
DATE REVIEWED: May 30, 2018  
June 28, 2021  
June 8, 2024  
May 1, 2025  
January 26, 2026