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## **AGSOUTH FARM CREDIT, ACA EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

It is the policy of AgSouth Farm Credit, ACA, (“AgSouth”) not to discriminate against any employee or applicant for employment because of his or her age, race, color, religion, sex, sexual orientation, gender identity, pregnancy (including childbirth or related medical condition), national origin, or because he or she is an individual with a disability or 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 AgSouth 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 company will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

AgSouth prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. AgSouth 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 an individual interested in employment with AgSouth, or as one of AgSouth’s valued employees, the Association welcomes the opportunity to make its employees and applicants more aware of AgSouth’s obligations and affirmative efforts. Upon request, AgSouth will make accessible to you its Affirmative Action Plan for protected veterans and individuals with a disability. This document is available for inspection by any employee or applicant for employment upon request between 8:00 am to 5:00 pm at the Human Resources department in Statesboro, Georgia. Any questions should be directed to Sharmequa Franklin, Chief Human Resources Officer at [sfranklin@agsouthfc.com](mailto:sfranklin@agsouthfc.com) or 912-764-9091.