

 Oakdale Electric Cooperative		Board Policy
Policy Name: Equal Employment Opportunity		Policy No: 3.01
Last Reviewed/Revised: 06-06-2023		Page 1 of 1

OBJECTIVE

To establish and maintain a continuing policy of non-discrimination in employment and other personnel decisions of all kinds which will ensure compliance with Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, as amended, and the Americans with Disabilities Act of 1990, as amended.

POLICY

Oakdale Electric Cooperative (OEC) is an Equal Opportunity Employer and it is the policy of OEC to comply with all aspects of Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, as amended, and the Americans with Disabilities Act of 1990, as amended.

PROCEDURE

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at OEC will be based on merit, qualifications, and abilities. OEC does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

OEC will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

OEC will continue to ensure that all terms and conditions of employment and personnel actions, including but not limited to: compensation, benefits, transfers, layoffs, recalls, training programs, educational programs, tuition aids, and social and recreational programs (to the extent that any of foregoing currently exist or will in the future be adopted) will be administered equally for any qualified employee.

OEC will take affirmative action to employ and advance in employment qualified individuals in certain protected classes throughout the organization.

RESPONSIBILITY

The General Manager shall be responsible for the administration of this policy.

Issued: May 29, 2019	Reviewed Date (no revisions): 7-29-2020, 06-06-2023	Revised Date:
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