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EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of AgCredit, ACA, "the Association," not to discriminate against any employee or applicant for employment due to race, color, sex, pregnancy (including childbirth or related medical condition), age, religion, national origin, protected veteran, service member, citizen or disability status, or any other class protected by federal, state, or local law. This practice of non-discrimination applies 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 accommodation due to a disability with reasonable accommodation, as required by law.

AgCredit, ACA will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot discuss or disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the Association's legal duty to furnish information.

AgCredit, ACA prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. AgCredit, 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.

If you believe that you have been discriminated against in any manner as described above, you should notify your supervisor or the Human Resources office. AgCredit, ACA will continue to direct management personnel to take such action as may be required to prevent behavior prohibited by this policy. All matters will be investigated and appropriate corrective action will be taken, up to and including termination of employment, if necessary. Retaliation against anyone who makes a complaint or witnesses behavior contrary to this policy is also prohibited.

In furtherance of AgCredit, ACA's commitment to equal employment opportunity, the Association has developed a written Affirmative Action Program (AAP) which sets forth the policies, practices, and procedures that AgCredit, 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 8:00am to 4:30pm at the Human Resources department. Direct any questions to me, your supervisor, or the Chief Human Resources Officer.

Brian Ricker
CEO, AgCredit, ACA
12/1/2024 (Plan Effective Date)