

**FARM CREDIT SYSTEM INSURANCE CORPORATION
POLICY STATEMENT AND OBJECTIVES REGARDING
AFFIRMATIVE ACTION PROGRAMS FOR THE HIRING,
PLACEMENT, AND ADVANCEMENT
OF INDIVIDUALS WITH A DISABILITY**

DEFINITION:

A disabled person is one who (1) has a physical or mental impairment that substantially limits one or more of such person's major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment. Major life activities are activities that an average person can perform with little or no difficulty, such as walking, breathing, seeing, hearing, speaking, learning and working. These definitions are provided by the Rehabilitation Act of 1973, as amended, and have been incorporated with an explanation of terms at 29 CFR §1615.103 (1999).

POLICY STATEMENT:

The Corporation shall ensure that qualified individuals with disabilities, including those employees who may become disabled after appointment, have equitable opportunities to be hired, placed and advanced within our organization. Affirmative action is to be an integral part of our ongoing desire to provide a work environment commensurate with the overall desire of the Federal Government to provide increased opportunities for individuals with disabilities. The Corporation's policies shall not limit the productivity of disabled employees because of job structure, architectural design, transportation, communication, procedural, or attitudinal barriers.

OBJECTIVES:

- Ensure that disabled individuals have opportunities to be hired, placed, and advanced;
- Ensure that disabled individuals have opportunities to be trained;
- Include disabled individuals in merit promotion, upward mobility, apprenticeship, student employment, and other development and advancement programs;
- Make facilities accessible to and usable by disabled employees and applicants;
- Provide reasonable accommodation for disabled employees and applicants;
- Commit appropriate resources to support program efforts.

**FARM CREDIT SYSTEM INSURANCE CORPORATION
POLICY STATEMENT REGARDING SEXUAL HARASSMENT**

DEFINITION:

"Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute[s] sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment." (29 CFR §1604.11 (a))

POLICY STATEMENT:

Harassment on the basis of sex is a violation of section 703 of Title VII. It is the goal of the Corporation to provide a work environment that is free from all forms of discrimination, including sexual harassment. No employee (male or female) should be subjected to unsolicited and/or unwelcome sexual overtures or conduct, either verbal or physical.

Furthermore, sexual harassment, whether it is committed by executives, managers, supervisors, nonsupervisors (coworkers), or nonemployees (contractors, bank personnel, visitors to the workplace, etc.) is specifically prohibited. This behavior may include, but is not limited to:

- Repeated offensive sexual flirtation
- Verbal harassment or abuse
- Subtle or blatant pressure for sexual activity
- Graphic or degrading verbal comments about an individual's appearance
- Physical contact or assault
- Display of sexually suggestive objects or pictures, or any offensive or abusive contact

In addition, no one should imply or threaten that an applicant's or employee's "cooperation" of a sexual nature (or refusal thereof) will have an effect on the individual's employment, assignment, compensation, advancement, career development, or any other condition or employment. The Corporation will not tolerate retaliation against any employee for reporting harassment or for aiding in any inquiry about harassment. No employee will be denied employment opportunities and/or benefits because of the sexual relationship of others.

The Corporation will take immediate and appropriate action for acts of sexual harassment of or by employees. Any employee found to have engaged in sexually harassing behavior will be subject to discipline or adverse action, with penalties ranging up to and including removal.

**FARM CREDIT SYSTEM INSURANCE CORPORATION
POLICY STATEMENT ON DISABLED VETERANS
AFFIRMATIVE ACTION PROGRAM (DVAAP)**

DEFINITION:

A disabled veteran is defined as someone who is entitled to compensation under the laws administered by the Veterans Administration or someone who was discharged or released from active duty because of a service-connected disability.

POLICY STATEMENT:

The Corporation is committed to increasing the representation of disabled veterans within its organization. Our nation owes a debt to those veterans who served their country, especially those who were disabled as a result of that service. In order to honor these disabled veterans, the Corporation shall allow noncompetitive appointments of veterans who have a compensable service-connected disability of 30 percent or more. (5 U.S.C. §3112)

The Corporation is aware that hiring opportunities can be limited periodically, but when hiring opportunities do exist, emphasis will be placed on making vacancies known and providing opportunities for employing disabled veterans.