

POLICY STATEMENT



Farm Credit System Insurance Corporation

**FARM CREDIT SYSTEM INSURANCE CORPORATION POLICY STATEMENT
CONCERNING DISCRIMINATION
No. BM-12-JUN-03-04**

Effective Date: 12-JUN-03

Effect on Previous Action: Amends BM-21-MAR-00-03

Source of Authority: Civil Rights Act of 1964 (Pub. L. 88-352), as amended (42 U.S.C. § 2000e et seq.); Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. § 721 et seq.); Civil Service Reform Act of 1978 (Pub. L. 96-54), (5 U.S.C. 3112); Equal Pay Act of 1974 (29 U.S.C. 206 (d)); Age Discrimination in Employment Act (29 U.S.C. § 621 et seq.); Executive Order 11478 as amended; Executive Order 13145 and The Pregnancy Discrimination Act.

WHEREAS, the Farm Credit System Insurance Corporation Board (Board) finds:

Title VII of the Civil Rights Act of 1964 protects individuals against employment discrimination on the basis of race, color, national origin, sex, or religion. The Pregnancy Discrimination Act is an amendment to Title VII of the Civil Rights Act of 1964 that prohibits discrimination on the basis of pregnancy, childbirth or related medical conditions. The Age Discrimination in Employment Act of 1967 protects individuals who are 40 years of age or older from employment discrimination by age. Section 504 of the Rehabilitation Act of 1973 prohibits discrimination against qualified individuals with disabilities who work in the Federal Government. Executive Orders (No. 13087, and 13152), amending Executive Order 11478, and Executive Order 13145 made it clear that the Federal Government prohibits discrimination based on sexual orientation, status as a parent or genetic information.

THEREFORE, the Board adopts the following policy statement and attachments:

The Farm Credit System Insurance Corporation (Corporation) affirms its commitment to the principles embodied in the Federal laws and regulations prohibiting job discrimination. It shall be the policy of the Corporation to provide equal opportunity in employment for all employees and applicants for employment and to prohibit discrimination in Corporation policies, program practices, and operations. All agency employment decisions shall be made without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, status as a parent, genetic

information or participation in discrimination or harassment complaint proceedings.

The Corporation expects full cooperation and assistance from everyone associated with recruitment, hiring and firing, development, transfer, promotion, layoff or recall, training, compensation, assignment or classification of employees, provision of benefits, or other terms and conditions of employment to assure that such actions are free of unlawful discrimination.

The Corporation is committed to prohibiting discrimination and providing equal employment opportunity throughout the Corporation and solicits the same commitment from all its employees.

OVERALL OBJECTIVES:

- Within the boundaries of its jurisdiction, the Farm Credit System Insurance Corporation is committed to effective implementation of the civil rights law of the nation. The Corporation believes that illegal discrimination is contrary to the best interest of not only the people discriminated against but to all of its staff.
- The Corporation will comply with all relevant Equal Employment Opportunity Commission (EEOC) regulations and guidelines pertinent to an organization of its present size and configuration. This includes affirmative action programs for minorities, women, the disabled, and the prevention of sexual harassment.

DATED THIS 12TH DAY OF JUNE, 2003

BY ORDER OF THE BOARD


Jeanette C. Brinkley
Secretary to the Board

Attachments

1. Policy Statement and Objectives Regarding Affirmative Action Programs for the Hiring, Placement, and Advancement of Individuals with a Disability
2. Policy Statement Regarding Sexual Harassment
3. Policy Statement on Disabled Veterans Affirmative Action Programs