



**FARM CREDIT SYSTEM INSURANCE CORPORATION
POLICY STATEMENT CONCERNING EQUAL EMPLOYMENT
OPPORTUNITY
NV #26-01**

Effective Date: March 31, 2026

Effect on Previous Action: Replaces NV #25-06 (February 12, 2025).

Source of Authority: Farm Credit Act of 1971, as amended (Act), sections 5.53 and 5.58 (12 U.S.C. §§ 2277a-2 and 2277a-7); Bylaws of Farm Credit System Insurance Corporation (as revised), BM-12-SEP-06-05; Title VII of the Civil Rights Act of 1964 (Pub. L. 88-352), as amended (42 U.S.C. § 2000e *et seq.*); Age Discrimination in Employment Act (29 U.S.C. § 621 *et seq.*); section 501 of the Rehabilitation Act of 1973, as amended (29 U.S.C. § 791); Equal Pay Act of 1974 (29 U.S.C. § 206 (d)); Civil Service Reform Act of 1978 (Pub. L. 96-54), (5 U.S.C. § 3112); Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) (5 U.S.C. § 2301); Genetic Information Nondiscrimination Act of 2008 (42 U.S.C. § 2000ff *et seq.*); Pregnant Workers Fairness Act (42 U.S.C. 2000gg *et seq.*); Executive Order 11478 (Equal Employment Opportunity in the Federal Government), as amended by Executive Orders 13087 and 13152 to include prohibition on discrimination based on status as a parent; EEOC Regulation 29 C.F.R. Part 1614; EEOC Management Directives, including MD-110 and MD-715.

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

- The Equal Pay Act of 1963, as amended, prohibits sex-based wage discrimination between men and women in the same establishment who perform jobs that require substantially equal skill, effort, and responsibility under similar working conditions;
- Title VII of the Civil Rights Act of 1964, as amended, protects individuals against employment discrimination on the basis of race, color, religion, national origin, and sex;
- The Age Discrimination in Employment Act of 1967, as amended, protects individuals who are 40 years of age or older from employment discrimination based on age;
- Section 501 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination against qualified individuals with disabilities who work in the Federal Government and requires Federal agencies to provide reasonable accommodation to employees or job applicants with disabilities, unless doing so would cause undue hardship;

- The Genetic Information Nondiscrimination Act of 2008 prohibits employment discrimination based on an individual's genetic information;
- The Pregnant Workers Fairness Act of 2022 requires covered employers to provide reasonable accommodations to a worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an undue hardship;
- The above laws also make it illegal to retaliate against a person because he or she filed a complaint, participated in discrimination or harassment complaint proceedings, or opposed discrimination;
- Executive Order 11478 (Equal Employment Opportunity in the Federal Government), as amended by Executive Orders 13087 and 13152;
- The No FEAR Act requires Federal agencies to be accountable for violations of antidiscrimination and whistleblower protection laws; and,
- Equal Employment Opportunity Commission (EEOC) regulations at 29 CFR § 1614.102, as well as various EEOC guidance documents, provide standards and guidelines for Federal agencies to establish and maintain continuing affirmative programs to promote equal opportunity and to identify and eliminate discriminatory practices and policies.

THEREFORE, the Board adopts the following policy statement and attachment: The Farm Credit System Insurance Corporation (Corporation) affirms its commitment to the principles embodied in the Federal laws, regulations, and executive orders that establish equal employment opportunity and prohibit employment discrimination. It is the policy of the Corporation to provide equal opportunity for all employees and applicants for employment and to prohibit discrimination in Corporation policies, program practices, and operations. All Corporation employment decisions will be made without regard to race, color, religion, sex, pregnancy, childbirth, or related medical conditions, national origin, age, disability, genetic information, status as a parent, or reprisal for raising or participating in a discrimination or harassment complaint or opposing discriminatory or harassing employment practices. The Corporation will make reasonable accommodations for qualified applicants for employment and employees with physical or mental disabilities or known limitations related to pregnancy, childbirth, or related medical conditions. Additionally, the Corporation will provide reasonable accommodations based on applicants' and employees' religious beliefs or practices, consistent with Title VII.

It is the Corporation's policy to provide a work environment free from unlawful discrimination and to protect all employees from harassment of any kind. The Corporation begins prompt, thorough, and impartial investigations within 10 days of receiving notice of harassment allegations. The Corporation also will not tolerate retaliation against any employee for reporting harassment or for aiding in any inquiry about harassment.

An employee or applicant who believes they have been discriminated against must initiate contact with an EEO Counselor within 45 days of the date of the matter alleged to be discriminatory or, in the case of personnel action, within 45 days of the effective date of the action. Although the EEO complaint process is managed by the Director of the Office of EEO, FCSIC uses experienced outside vendors to perform EEO services. An employee or applicant wishing to enter the EEO process may contact an EEO Counselor at the following numbers: toll free phone 1-844-322-3233, TTY 703-883-4352.

Moreover, the Corporation is committed to increasing the representation of disabled veterans (defined as someone who is entitled to compensation under the laws administered by the Department of Veterans Affairs or someone who was discharged or released from active duty because of a service-connected disability) within its organization. Our nation owes a debt to veterans who are disabled as a result of their service. To honor these disabled veterans, the Corporation will place emphasis on making vacancies known to disabled veterans and providing opportunities for employing disabled veterans.

The Corporation is committed to ensuring all employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition. 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 and support the Corporation's equal employment opportunity policies.

OVERALL OBJECTIVES:

The Corporation is committed to ensuring that all employees and applicants for employment enjoy equality of opportunity from the Corporation, free from discrimination on the bases of race, color, religion, national origin, sex, pregnancy, childbirth, or related medical conditions, age (40 or older), physical or mental disability, genetic information, status as a parent, or retaliation. Retaliation occurs when a person is discriminated against because he or she files a complaint, participates in an investigation of an EEO complaint, or opposes an employment practice made illegal under any of the statutes enforced by the Equal Employment Opportunity Commission. The Corporation will comply with all applicable EEOC regulations and guidelines for a Federal organization of its size and configuration. This includes maintaining a program to ensure equal opportunity among employees and applicants for employment at FCSIC; identifying and eliminating discriminatory practices and policies; implementing procedures for employees and applicants for employment to seek resolution of discrimination and harassment complaints; and implementing procedures for qualified employees and applicants with disabilities to seek reasonable accommodation.

DATED THIS 31st DAY OF MARCH 2026

BY ORDER OF THE BOARD

ASHLEY  Digitally signed
by **ASHLEY**
WALDRON **WALDRON**

Ashley Waldron
Secretary to the Board