

Policy: #1000 – Statement of Nondiscrimination

SCOPE OF POLICY: Board of Directors

RESPONSIBILITY: Board of Directors

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## **Policy**

The Elkhorn Rural Public Power District, a public corporation, furnishes the following Statement of Non-Discrimination to its customers, employees and the general public.

The Elkhorn Rural Public Power District hereby certifies that it will fully comply with all requirements of Title VI of the Civil Rights Act of 1964 to the end that no person shall, on the grounds of race, color, religion, national origin, sex, sexual orientation, gender identity, age, pregnancy, marital status, disability, or any other characteristic protected by law be excluded from participation in, be denied the benefits of, or be otherwise subject to discrimination in the conduct of its program and the operation of its facilities.

The Elkhorn Rural Public Power District is committed not to discriminate against any person on the grounds of race, color, religion, national origin, sex, sexual orientation, gender identity, age, pregnancy, marital status, disability, or any other characteristic protected by law in its policies and practices relating to applications for service, or any other policies and practices relating to treatment of beneficiaries and participants, including rates, conditions, and extensions of service, use of any of its facilities, attendance at and participation in any meetings of customers and participants or the exercise of any rights of such customers and participants in the conduct of the operations of this organization. Elkhorn Rural Public Power District is also committed to maintaining a workplace and service environment free from harassment based on any protected characteristic.

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Elkhorn Rural Public Power District will be based on merit, qualifications, and abilities in compliance with rules and regulations of federal and state law.

Elkhorn Rural Public Power District prohibits retaliation of any kind against employees, who, in good faith, report discrimination or assist in investigating such complaints.