

## **Policy Statement**

### **Affirmative Action Plan for Minorities, Women, the Disabled, and Veterans**

This is to affirm Matanuska Electric Association's policy of providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of federal, state and local governing bodies of agencies thereof.

Our organization will not discriminate against or harass any employee or applicant for employment because race; color; religion; creed; national origin; age; gender (or gender identification or expression); sexual orientation; mental or physical disability, except where disability is a bona fide occupational disqualification; marital status; change in marital status; parenthood; pregnancy or family relationship; status as a disabled or protected veteran; or any impermissible characteristic as defined by law, membership or activity in a local human rights commission, or status with regard to public assistance.

We will take affirmative action to ensure that all employment practices are free of such discrimination. Such employment practices included, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rate of pay or other forms of compensation, and selection for training, including apprenticeship.

We will provide reasonable accommodation to applicants and employees with disabilities. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, or discrimination for:

- 1) Filing a complaint;
- 2) Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 4212, Section 503, or any other federal, state, or local law requiring equal opportunity for protected veteran or individuals with disabilities;
- 3) Opposing any act or practice made unlawful by Section 4212, Section 503, or any other federal, state or local law requiring equal opportunity for protected veterans and individuals with disabilities; or
- 4) Exercising any other right protected by Section 4212, Section 503.

Matanuska Electric Association will evaluate the performance of its management and supervisory personnel based on their support for Affirmative Action as well as other established criteria. In addition, all other employees are expected to perform their job responsibilities in a manner that supports equal employment opportunity for all.

I have appointed the Director of Human Resources to manage the Equal Employment Opportunity Program. This person's responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of the Affirmative Action Program, as required by federal, state and local agencies. I will receive and review reports in the progress of the program. Any employee or applicant may inspect our Affirmative Action Program during normal business hours by contacting the EEO Coordinator.

If any employee or applicant for employee believes he or she has been treated in a way that violates this policy, they should contact either the Director of Human Resources at 163 E. Industrial Way, Palmer, AK 99645, or any other representative of management, including me.

Responsible parties will investigate allegations of discrimination or harassment as confidentially and promptly as possible, and we will take appropriate action in response to these investigations.

Tony Izzo

Chief Executive Officer

Matanuska Electric Association, Inc.