



## **EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

The Socorro Electric Cooperatives, Inc. (SEC), assures that applicants are considered, and that employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, age, national origin or ancestry, physical or mental handicap, veteran status, military status, genetic information, or any other status protected by law. Equal and fair treatment will be provided to all applicants and all employees regardless of any such protected status.

All employees will be advised at the time of employment that the SEC is an Equal Employment Opportunity Employer and that hiring, promotion or demotion are based only on the individual's qualifications and ability to perform the work.

The SEC will:

1. Recruit, hire, train and promote persons in all job classifications without regard to race, color, religion, sex, age, national origin or ancestry, physical or mental handicap, veteran status, genetic information or any other status protected by law;
2. Strive to ensure that all of SEC's personnel actions, including, but not limited to, employment, upgrading, demotion, transfer, recruitment, recruitment advertising, layoff, termination, rates of pay or other forms of compensation, selection for training, including apprenticeship, disciplinary actions and grievances, will be taken and/or administered without regard to race, color, religion, sex, age, national origin or ancestry, physical or mental handicap, veteran status, military status, genetic information, or any other status protected by law;
3. Make employment decisions in such a way as to further the principle of equal employment opportunity and take steps to insure that only valid requirements are imposed for promotional opportunities;
4. Make no distinction based on sex in any training program and maintain a working environment free of harassment, intimidation and coercion at all sites and offices and in all facilities at which the company's employees are assigned to work.