



EQUAL EMPLOYMENT OPPORTUNITY POLICY

DELTA-MONTROSE ELECTRIC ASSOCIATION (DMEA) is dedicated to the principles of equal employment opportunity. DMEA prohibits unlawful discrimination against applicants or employees based on age 40 and over, race, sex, color, religion, national origin, disability, military status, genetic information, or any other status protected by applicable state or local law. This prohibition includes unlawful harassment based on any of these protected classes. This policy applies to all employees, including managers, supervisors, co-workers, and non-employees such as members, customers, clients, vendors, consultants, etc.

ADA and Religious Accommodation

DMEA will make reasonable accommodation for qualified individuals with known disabilities and employees whose work requirements interfere with a religious belief unless doing so would result in an undue hardship to DMEA or cause a direct threat to health or safety.

Pregnancy Accommodation

Employees have the right to be free from discriminatory or unfair employment practices because of pregnancy, a health condition related to pregnancy, or the physical recovery from childbirth.

Employees who are otherwise qualified for a position may request a reasonable accommodation related to pregnancy, a health condition related to pregnancy or the physical recovery from childbirth. If an employee requests an accommodation, DMEA will engage in a timely, good-faith, and interactive process with the employee to determine whether there is an effective, reasonable accommodation that will enable the employee to perform the essential functions of her position. A reasonable accommodation will be provided unless it imposes an undue hardship on DMEA's business operations. DMEA may require that an employee provide a note from her health care provider detailing the medical advisability of the reasonable accommodation. Employees who have questions about this policy or who wish to request a reasonable accommodation under this policy should contact a DMEA Human Resources Representative.

DMEA will not deny employment opportunities or retaliate against an employee because of an employee's request for a reasonable accommodation related to pregnancy, a health condition related to pregnancy, or the physical recovery from childbirth. An employee will not be required to take leave or accept an accommodation that is unnecessary for the employee to perform the essential functions of the job.



Jack Johnston, CEO

Date 1/17/23