

POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

Basin Electric Power Cooperative's objective is to maintain a continuing policy of non-discrimination in employment practice decisions of all kinds.

It is the continuing policy of the Cooperative to ensure equal employment opportunities for and utilization of all individuals without regard to race, color, sex, sexual orientation, gender identity, religion, pertinent age group, national origin, genetics, disability, or protected veteran status.

In furtherance of this policy, the Cooperative will:

1. Continue to recruit, hire, train, and promote employees in all job classifications without regard to race, color, sex, sexual orientation, gender identity, religion, pertinent age group, national origin, genetics, disability, or protected veteran status.
2. Continue to ensure all personnel actions such as compensation, benefits, transfers, layoffs, Cooperative sponsored training programs, educational programs, tuition assistance, and social and recreational programs will be administered without regard to race, color, sex, sexual orientation, gender identity, religion, pertinent age group, national origin, genetics, disability, or protected veteran status.

All Basin Electric personnel involved in employment related decisions have the responsibility to comply with this Equal Employment Opportunity Policy.

The Vice President of Human Resources has been designated as the Equal Employment Opportunity Officer of the Cooperative. It is that person's responsibility to administer EEO efforts within the Cooperative.

If any employee believes that they have been discriminated against because of race, color, sex, sexual orientation, gender identity, religion, age, national origin, genetics, disability, or protected veteran status, please bring this to the attention of your supervisor and/or the Senior Vice President of Human Resources.

It is the Cooperative's intention to ensure equal employment opportunity.

An Affirmative Action Plan for females & minorities, protected veterans and individuals with disabilities have been prepared and are available for inspection during the Cooperative business hours in the Human Resources and Development department.



Kayla Hieb
Vice President of Human Resources