

PALMETTO ELECTRIC COOPERATIVE, INC.

POLICY P-1

**EQUAL EMPLOYMENT OPPORTUNITY**

All applicants for employment shall be considered and hired on the basis of merit, without regard to race, color, religion, sexual orientation, gender identity, national origin, age, disability, status as a disabled veteran or on the basis of pregnancy, childbirth, or related medical conditions. The employment practices shall insure equal treatment to all employees, without discrimination in rates of pay or other opportunities for advancement because of the employee's race, color, religion, sexual orientation, gender identity, national origin, age, disability, status as a disabled veteran or on the basis of pregnancy, childbirth, or related medical conditions.

Adopted: September 14, 1970

Amended: November 21, 1994

Amended: March 28, 2016

Amended: June 25, 2018