

Carroll Electric Membership Corporation  
Carrollton, Georgia

**Statement of Nondiscrimination**

Carroll Electric Membership Corporation is the recipient of federal financial assistance from the Rural Utilities Service, an agency of the U.S. Department of Agriculture, and is subject to the provisions of Title VII of the Civil Rights Act, as amended; Section 504 of the Rehabilitation Act, as amended; the Age Discrimination In Employment Act, as amended; the Vietnam Era Veterans Re-adjustment Assistance Act, as amended; the Jobs for Veterans Act, as amended, the Americans with Disabilities Act and the ADA Amendments Act, as amended, the Genetic Information Nondisclosure Act, as amended, which provide that no person in the United States on the basis of race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs), shall be excluded from participation in, admission or access to, denied the benefits of, or otherwise be subjected to discrimination under any of this organization's programs or activities. The laws also prohibits retaliation against an individual for filing a charge of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination.

The Manager of Human Resources is responsible for coordinating this organization's nondiscrimination compliance efforts.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877- 8339. Additionally, program information may be made available in languages other than English.

If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at [http://www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html), or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter to us by mail at U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, by fax (202) 690-7442 or e-mail at [program.intake@usda.gov](mailto:program.intake@usda.gov).

Carroll Electric Membership Corporation is an affirmative action, equal opportunity provider and employer.