



# ***Coweta-Fayette Electric Membership Corporation***

April 2, 2025

## **Coweta-Fayette EMC is an equal opportunity provider and employer**

Coweta-Fayette EMC shall abide by the requirements of Federal civil rights law, regulation 60-300.5(a) and regulation 60-741.5(a). These prohibit discrimination against qualified individuals based on their status as protected veterans, individuals with disabilities, or individuals who are pregnant, and prohibit discrimination against all individuals based on their 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). Remedies and complaint filing deadlines vary by program or incident.

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 State or local Agency that administers the program or contact USDA through the Telecommunications Relay Service at 711 (voice and TTY). 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, 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, Director, Office of Assistant Secretary for Civil Rights (OASCR), 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, by fax (202) 690-7442, or email at [program.intake@usda.gov](mailto:program.intake@usda.gov).



Chris Stephens  
President & CEO



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## **Notice to All Employees and Applicants**

Our Company provides employment and advancement in employment of qualified individuals with disabilities and veterans with disabilities and Vietnam era veterans developed under Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended and Section 503 of the Rehabilitation Act of 1973, as amended. We employ and advance in employment qualified individuals with disabilities and veterans with disabling conditions without discrimination. Reasonable accommodation will be provided whenever possible in an effort to advance employment opportunities for individuals with disabilities and veterans with disabilities and veterans of the Vietnam era.

If you are a person with a disabling condition, a veteran with disabilities or a Vietnam era veteran and would like to be covered by our Affirmative Action Program, please inform Stanley Sitzler, Chief Operating Officer. Submission of the information is entirely voluntary and will be used only for purposes of affirmative action and proper job placement. Your refusal to furnish this information will not subject you to any adverse treatment. You may also furnish this information at a later time if you prefer.

Applicants or employees who file a complaint under this act or who assist in an investigation are protected from coercion, harassment and intimidation. This information which you provide will be kept confidential except that your supervisor will be informed regarding work limitations and accommodations to your disability.

The Affirmative Action Program developed under the above-mentioned regulations are available for review Monday through Friday 8:00 a.m. and 5:00 p.m. Please contact Stanley Sitzler, who is responsible for these programs, to make an appointment at 770-502-0226.

  
Chris Stephens  
President & CEO