

CRESCENT CREDIT UNION
REAFFIRMATION OF AFFIRMATIVE ACTION POLICY STATEMENT

Crescent Credit Union reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

Crescent Credit Union has developed and maintained a written Affirmative Action Program (AAP). Crescent Credit Union's Chief Executive Officer supports the affirmative action program and urges each employee to commit to carrying out the intent of this policy. The EEO Administrator oversees the affirmative action plan development, modification, implementation, effectiveness, reporting requirements and conducts management updates. Crescent Credit Union invites any employee to review Crescent Credit Union's written Affirmative Action Plan. This plan is available for inspection upon request during normal business hours at the Human Resources office.

As part of Crescent Credit Union's commitment to this overall process, it will seek to ensure that all aspects of employment, including recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff and termination processes remain free of illegal discrimination based upon race, color, religion, sex and national origin, disability (as defined under Section 503 of the Rehabilitation Act of 1973) or protected veteran status (as defined under Vietnam Era Veterans' Readjustment Assistance Act of 1974). Crescent Credit Union ensures that all employment decisions are based only on valid job requirements. Regular review helps to ensure compliance with this policy.

Crescent Credit Union will ensure that employees and applicants shall not be subjected to harassment due to their status described above, or any harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities; (1) filing a complaint with Crescent Credit Union or with federal, state, or local agencies regarding status covered under this AAP, (2) assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute pertaining to the status covered under this AAP; (3) opposing any act or practice made unlawful by section 503 and/or VEVRAA, and (4) exercising any other right protected by section 503 and/or VEVRAA or its implementing regulations in this part.