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## STATEMENT OF NON-DISCRIMINATION

Talquin Electric Cooperative, Inc. (TECI) is the recipient of Federal financial assistance from the Rural Utilities Service (RUS), an agency of the U.S. Department of Agriculture, and is subject to the provisions of Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973, as amended; the Age Discrimination Act of 1975, as amended; and the rules and regulations of the U.S. Department of Agriculture 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, or protected genetic information in employment or in any program or activity conducted or funded by the USDA (not all prohibited bases will apply to all programs and/or employment activities) shall be excluded from participation in, admission or access to, denied the benefits of, or otherwise subjected to discrimination under any of this organization's programs or activities.

Talquin Electric Cooperative, Inc. is an equal opportunity provider and employer. If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, found online at [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 by mail to U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, by fax (202) 690-7442 or by email [program.intake@usda.gov](mailto:program.intake@usda.gov).

The person responsible for coordinating this organization's nondiscrimination compliance efforts is Michael W. Temple, Director of Administration of Talquin Electric Cooperative, Inc. Any individual, or specific class of individuals, who feel that this organization has subjected them to discrimination may obtain further information about the statutes and regulations listed above and/or file a written complaint with this organization; or the Secretary, U.S. Department of Agriculture, Washington, D.C. 20250; or the Administrator, Rural Utilities Service, Washington, D.C. 20250 or call (800)795-3272 or (202)720-6382 (TDD). Complaints must be filed within 180 days after the alleged discrimination. Confidentiality will be maintained to the extent possible.