

CIVIL RIGHTS CERTIFICATION

The Applicant having responsibilities hereunder shall fully and completely comply with the following: Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Age Discrimination Act of 1975, and Title III of the American Disabilities Act of 1990.

(a) The laws require that no person in the United States shall on the grounds of race, color, national origin, sex, or age be excluded from the participation in, be denied the benefits of, or be subjected to, discrimination under any project funded in whole or in part with Farmer's Home Administration Revolving Loan Funds.

(b) Shall not, under any program or activity pursuant to this Agreement, directly or through contractual or other arrangements, on the grounds of race, color, national origin, sex, age, handicap status, or religion:

- (i) Deny any individual any facilities, services, financial aid or other benefits provided under the program or activity.
- (ii) Provide any facilities, services, financial aid or other benefits in a different form from that provided under the program or activity.
- (iii) Subject any person to segregated or separate treatment in, or in any manner of process related to receipt of any service or benefit under the program or activity.
- (iv) Restrict an individual in any way access to, or the enjoyment of, any advantages or privilege enjoyed by others in connection with facilities, services, financial aid, or any other benefits under the program or activity.
- (v) Treat an individual different from others in determining whether the individual satisfies any admission, enrollment, eligibility, membership, or other requirement or condition which the individual must meet in order to be provided any facilities, services or any other benefit provided under the program or activity.
- (vi) Deny any individual an opportunity to participate in a program or activity as an employee.

(c) Shall not use criteria or methods of administration which have the effect of subjecting individuals to discrimination on the basis of race, national origin, sex, age, handicap status or religion, or have the effect of defeating or substantially impairing the accomplishment of the objectives of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation

Act of 1973, the Age Discrimination Act of 1975, and Title III of the American Disabilities Act of 1990.

(d) In determining a site or location of facilities shall not make selections of such site or location which have the effect of excluding individuals from, denying them the benefits of, or subjecting them to discrimination on the grounds of race, color, national origin, sex, age, handicap status, or religion.

The Applicant shall be subject to Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and Title III of the American Disabilities Act of 1990.

The Applicant shall cause or require to be inserted in full in any non-exempt contract and subcontract for construction work, or modification thereof, as defined in said regulations, which is paid for in whole or in part with assistance provided under this Agreement, the following equal opportunity clause:

The Applicant will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, age, or handicap status. Such action shall include, but not limit to the following: employment, upgrading, demotion, or transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training; including apprenticeship.

The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the applicant, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin.

In the event of the Applicant's noncompliance with the nondiscrimination clauses of an executed agreement or with any such rules, regulations, or orders, this agreement may be canceled, terminated or suspended in whole or in part and the applicant may be declared ineligible for further federally assisted contracts in accordance with procedures authorized in Executive Order 11246 of September 14, 1965, or by rule, regulation, or order of the Secretary of Labor.

The Applicant shall require that the language referred to in this certification be included in the award documents for all subawards at all tiers (including subcontract, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

The Legal Applicant/Recipient Certifies That:

To the best of my knowledge and belief, the recipient will comply with the above certification if assistance is approved.

Certifying Representative: (To be signed by Applicant Designee)

Signature, Applicant Designee

Name (typed or printed)

Title

Date