



P O L I C Y

Section: Human Resources

Subject: Equal Employment Opportunity

Approved By: DENR Secretary

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The Department of Environment and Natural Resources (DENR) emphatically states that it will provide equal employment opportunity for all persons regardless of race, color, national origin, creed, religion, sex, age, disability or political affiliation, except where religion, sex or age are bona fide job related employment requirements. This is in keeping with Title VII of the Civil Rights Act of 1964 as amended, Executive Order 11246, the Rehabilitation Act of 1973, the Civil Rights Restoration Act of 1988, the Americans with Disabilities Act of 1990, N.C.G.S. 126-16 and 126-17, and other applicable federal and State laws.

In furtherance of this policy, DENR prohibits retaliatory action of any kind taken by any employee of DENR against any other employee or applicant for employment because that person made a charge, testified, assisted or participated in any manner in a hearing, proceeding or investigation of employment discrimination.

To ensure that equal employment opportunity exists throughout the agency, a results oriented program will be implemented to overcome the effects of past discrimination and to eliminate any artificial barriers to employment opportunities for all qualified individuals that may exist in any of our programs.

This program shall ensure greater utilization of all persons by identifying the underutilized groups in the workforce and making special efforts to increase their participation in recruitment, selection, training and development, upward mobility programs and any other term, condition, or privilege of employment.

Program objectives and timetables shall be established to reduce and eliminate the underutilization through the equal employment opportunity plan and program. Responsibility for the development of this plan and program is hereby assigned to the Division of Human Resources. However, all managers and supervisors will share responsibility for the implementation of and compliance with this plan and program.

The equal employment opportunity program will be evaluated and monitored continuously. The Division of Human Resources will present periodic reports on the progress of this program.

The DENR is committed to this program and is aware that with its implementation, positive benefits will be received from the greater utilization and development of previously underutilized human resources.