

# State of North Carolina

**PAT McCRORY**

GOVERNOR

June 30, 2014

**EXECUTIVE ORDER NO. 55**

## **EQUAL EMPLOYMENT OPPORTUNITY (EEO)**

**WHEREAS**, the State of North Carolina is committed to providing equal employment opportunities to all employees and applicants for employment without regard to race, religion, color, national origin, sex, age, disability, genetic information; and

**WHEREAS**, the State recognizes that effective and efficient government requires the talents, skills, and abilities of all available human resources; and

**WHEREAS**, the State acknowledges the need for a diverse workforce; and

**WHEREAS**, this administration endorses a positive approach to ensure equal employment opportunity; and

**WHEREAS**, this administration believes that the Human Resources practices of state government should be nondiscriminatory and promote confidence in the fairness and integrity of government; and

**WHEREAS**, fair and impartial treatment of all employees in all terms and conditions of employment is in the best interest of the State; and

**WHEREAS**, this administration believes in fairness in the State work environment and that employees should be valued for their individual strengths and encouraged to achieve their fullest potential.

**NOW, THEREFORE**, by the authority vested in me as Governor by the Constitution and the laws of North Carolina, **IT IS ORDERED**:

### **Section 1. EEO Policies and Programs.**

The policies and programs that have been adopted by the State Human Resources Commission and approved by the Governor represent the commitment of the State and shall be adhered to by every state agency, department, and university.

### **Section 2. Administration.**

Each Agency Head, Department Head, and University Chancellor is responsible for the successful implementation of these policies, programs, and this Order, and shall:

- (1) Designate an EEO Director(s) who is responsible for the operation and implementation of their EEO plan and provide the resources to implement the EEO Plan and goals. The Director may report to the Agency Head, Department Head, Chancellor or

HR Director as long as there is access to the Agency Head, Department Head, or University Chancellor on EEO matters;

(2) Ensure that the agencies, departments, or university's commitment to EEO is clearly communicated to all employees;

(3) Ensure that Human Resources policies and employment practices are implemented consistently and fairly;

(4) Ensure that each supervisory and management employee has, as a part of his or her performance plan, the responsibility to comply with EEO laws and policies and assist in achieving EEO goals;

(5) Provide reasonable accommodations for otherwise qualified individuals with disabilities who can perform the essential functions of the job in question if such accommodations are made;

(6) Provide development and training opportunities for employees on a fair and consistent basis to enhance their skills which help the state operate more efficiently and effectively.

### **Section 3. Office of State Human Resources.**

The Office of State Human Resources Director shall:

(1) Develop state-wide EEO policies and procedures for State Human Resource Commission approval;

(2) Provide technical assistance, programs, tools, monitoring, and evaluation to assist agencies, departments, and universities in achieving their EEO plan, including consultation on staffing the EEO function;

(3) Review, approve and monitor all EEO plans and updates;

(4) Design and implement monitoring and reporting systems to measure the effectiveness of agency, department, and university EEO plans;

(5) Provide EEO training for managers, supervisors, and employees; review and approve EEO training programs agencies, departments and universities submit as equivalent to the EEO offered by the State Office of Human Resources; and

(6) Develop and promote EEO programs and best practices to encourage consistent and fair treatment of all state employees;

(7) Ensure procedures for determining reasonable accommodations that result in a uniform and fair process for applicants and employees with disabilities are in place;

(8) Develop a state government wide EEO plan to ensure commitment to and accountability for EEO;

(9) Meet with agency heads, department heads, and university chancellors, Human Resources Directors and EEO Director annually to discuss the progress made toward reaching program goals;

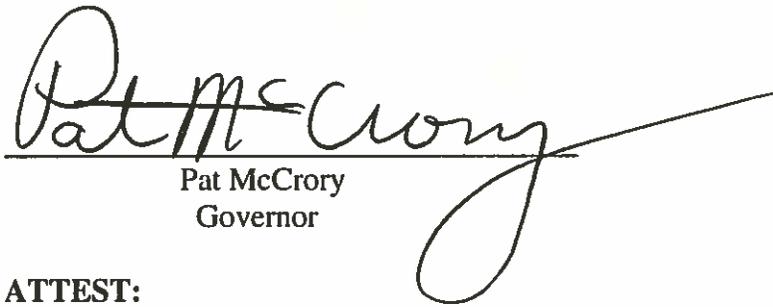
(10) Report annually to the Human Resources Commission and the Governor on EEO Plans and progress by agencies, departments, universities and state government.

### **Section 4. Effect and Duration.**

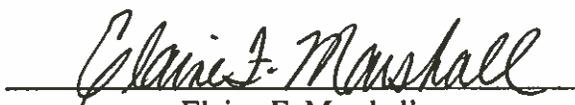
All other Executive Orders or portions of Executive Orders inconsistent with this Order are hereby rescinded. This Order specifically rescinds Executive Order No.14 signed on May 7,

2009 in the year of our Lord two thousand and nine. This Executive Order shall be effective immediately and shall remain in effect until rescinded.

IN WITNESS WHEREOF, I have hereunto signed my name and affixed the Great Seal of the State of North Carolina at the Capitol in the City of Raleigh, this thirtieth day of June in the year of our Lord two thousand and fourteen and of the Independence of the United States of America the two hundred and thirty-eight.

  
Pat McCrory  
Governor

ATTEST:

  
Elaine F. Marshall  
Secretary of State

