

DEPARTMENT OF HEALTH AND HUMAN SERVICES
Office of Education Services
Policies and Procedures

EQUAL EMPLOYMENT OPPORTUNITY

Effective Date: April 20, 2004
Original Effective Date: April 20, 2004
Reference: *Const. Amend XIV, § 1, Civil Rights Act of 1866 1870, 1871, 1964 and 1991, 42 U.S.C 1983 and 2000E et seq.; Age discrimination in Employment Act of 1967, 1978, 1986, and; 1996, 29 U.S.C. § 621 et seq.; Equal Pay Act of 1963, 29 U.S.C. § 206(d); Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq.; § 504 of the Rehabilitation Act of 2973, 29 U.S.C. § 794; Americans with Disabilities Act, 42 U.S.C. § 12101, et seq.; G.S. 126—16, G.S. 115C—330, G.S. 115C—299, G.S. 115C—276(j), G.S. 115C—315, G.S. 16BA—1 et seq., and G.S. 115C--330*

PURPOSE:

To ensure equal employment opportunity for all staff and applicants

POLICY:

It is the Policy of the State of North Carolina, the Department of Health and Human Services and the Office of Education Services that neither race, religion, color, creed, national origin, sex, age, political affiliation, nor handicapping condition is to be considered in the:

Recruitment and selection of new employees of the State Selection of employees for promotion, training, career development, transfer, demotion for fiscal purposes, and/or reduction-in-force
Administration of rates of pay, including the awarding of salary adjustments and/or salary increases

All programs within the Office of Education Services shall comply with the Equal Employment Opportunity Policy of the North Carolina Office of State Personnel and Directive III-2 of the Secretary of the Department of Health and Human Services. (See Attachments)