

DHHS Directive Number III-2

Title: Equal Employment Opportunity
Effective Date: January 12, 2009
Revision History: January 1, 2002; November 3, 2008
Authority: G.S. 143B-10, 126-16

Purpose

The purpose of this directive is to declare department policy on equal employment opportunity consistent with state and federal law and policy that prohibits employment discrimination.

Policy

1. The North Carolina Department of Health and Human Services (NC DHHS) shall provide all employees and applicants for employment equal opportunity without discrimination on the basis of race, color, religion, creed, national origin, sex, age, or disability in accordance with state and federal law, regulation and policy. This shall be supported by a program of equal employment opportunity to assure that all human resource policies and practices are consistent with the department's commitment to equal employment opportunity for all persons.
2. The DHHS shall foster an organizational climate and managerial behaviors conducive to the fair and proper treatment and development of all employees. This includes continued efforts to identify and eliminate organizational and cultural barriers to the realization of a non-discriminatory work environment. Harassment based on race, color, religion, creed, national origin, sex, age or disability is prohibited.
3. The Secretary of the DHHS has primary responsibility for the implementation and results of this policy. Every department manager and supervisor is responsible for the equal employment opportunity operations in his/her area of responsibility.

4. The General Counsel for the DHHS will designate an Equal Employment Opportunity Officer for the department with the responsibility and authority for developing standards and procedures necessary to the implementation of this policy.

APPROVED

Lanier M. Cansler, Secretary
Department of Health and Human Services