

EQUAL EMPLOYMENT OPPORTUNITY

Number 3.0

Effective Date: September 13, 2015

Supersedes: Policy 3.0, dated March 1, 1996

Subject: EQUAL EMPLOYMENT OPPORTUNITY

Applicable To: All classified, exempt, appointed, and temporary employees; and all applicants for employment with the Executive Branch of the State of Vermont

Issued By: Department of Human Resources

Approved By: Justin Johnson, Secretary of Administration

PURPOSE & POLICY STATEMENT

The State of Vermont is an equal opportunity employer and is committed to offering equal employment opportunities in accordance with state and federal laws. The State's personnel policies and practices prohibit discrimination on the basis of race, color, religion, ancestry, national origin, sex, sexual orientation, gender identity, place of birth, age, or physical or mental condition (a person with a qualifying disability) in all employment practices and terms or conditions of employment including, but not limited to: recruitment, hiring, promotion, demotion or transfer; layoff or termination; rates of pay and other forms of compensation; selection for training; agency sponsored social and recreational events; and all other terms, privileges, and conditions of employment.

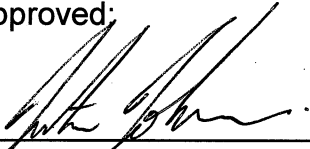
GENERAL

Executive Order No. 10-13 (3 V.S.A. App. EO3-43) assigned responsibility for developing, implementing and monitoring an Equal Employment Opportunity Program for the State of Vermont to the Commissioner of Human Resources (or his or her designee). This program will focus on Statewide policies and procedures, and will provide guidelines for the establishment of agency/department-specific equal employment opportunity and diversity programs. Certain agencies/departments are required by federal law to have individual EEO plans.

Agency, Department, and Board Secretaries, Commissioners and Directors are responsible for ensuring compliance with this policy, the State's Equal Employment Opportunity (EEO) Plan, and applicable agency/department/board EEO Programs. Management and Supervisory personnel are responsible and accountable for the implementation of the EEO Plan, and all State employees are responsible for providing

a work environment that supports equal opportunity in all terms and conditions of employment.

Approved:



Justin Johnson
Secretary of Administration

9/11/2015

Date