

STATE OF NEBRASKA
EQUAL EMPLOYMENT OPPORTUNITY POLICY

The State of Nebraska firmly supports the policy of equal employment opportunity. All policies and procedures for the State shall be administered in a manner that prohibits discrimination against any individual or group based on race, color, religion, sex, age, national origin, disability, marital status, or genetics.

The State of Nebraska has formally endorsed this policy through the passage of the Nebraska Fair Employment Practices Act which affirms the State's commitment to equal employment opportunity. Through these actions, it is the intent of the State to maximize the effective use of human resources and, in so doing, insure that the State government workforce is representative of the composition of the State labor force. In this regard, all employees and applicants for employment shall be given equal access to employment and advancement opportunities. Also, those charged with administrative and decision making responsibilities shall take deliberate steps and employ results-oriented procedures to identify and eliminate artificial barriers to employment and advancement which serve to discriminate against protected groups.

To implement these policies, the State of Nebraska, through its administrative entities, will strive to:

- 1) Recruit, hire, train and promote in all job classifications and at all levels without regard to race, color, religion, sex, age, national origin, disability, marital status, or genetics.
- 2) Insure that all personnel actions (including but not limited to compensation, benefits, promotion, transfers, layoff, termination, reinstatement, tuition assistance, selection for education or training, treatment during employment or any other conditions of employment) are administered in an open and non-discriminatory manner.
- 3) Base hiring and employment decisions on merit in order to further equal employment opportunity in State government.
- 4) Communicate the State equal opportunity policy to employees and prospective employees.
- 5) Create a workplace environment absent from any form of work place harassment based, in whole or in part, on race, color, religion, sex, age, national origin, disability, marital status, or genetics.

All code agencies shall make and demonstrate good faith efforts to follow and promote the principle of equal employment opportunity.



Pete Ricketts,
Governor