



STATE BOARD OF CORRECTIONS

POLICY NUMBER: 10-3

SUBJECT: Equal Employment Opportunity

DATE: June 1, 2013

- 10-3.1 POLICY The Board of Corrections supports the policy of the Commonwealth of Virginia to assure equal opportunity in all facets of state government.

The Director of the Department of Corrections shall ensure that operating procedures and practices reflect sound personnel management providing equal employment opportunity for all. Selection procedures and practices shall emphasize the recruitment of qualified minorities and women to serve at all levels within the Department and ensure equal employment opportunity for disabled persons and older Virginians. This policy does not permit or require the lowering of bona fide job requirements, performance standards, or qualifications in order to give preference to any state employee or applicant for state government.

- 10-3.2 AUTHORITY Code of Virginia, Sections [53.1-10](#), Powers and Duties of Director
Executive Order Number [Six \(6\) \(2010\)](#)
[Executive Directive 1 \(2010\)](#)

- 10-3.3 REFERENCES None

- 10-3.4 IMPLEMENTING PROCEDURES Department Operating Procedures
Operating Procedure 101.2, Equal Employment Opportunity
Operating Procedure 170.1, Recruitment, Selection, and Appointment

- 10-3.5 EFFECTIVE DATE June 1, 2013

- 10-3.6 SUPERSESSION This policy supersedes Board Policy 10-3, dated July 16, 2003.

- 10-3.7 REVIEW DATE This policy must be reviewed and updated as necessary.

Adopted by the Board of Corrections on May 15, 2013.

Signature Copy on File

Peter G. Decker, III
Chairman
Board of Corrections