

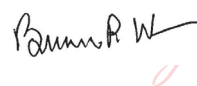
EQUAL EMPLOYMENT OPPORTUNITY

Human Resources Policy 200-18 | Effective 09/17/2024

I. STATEMENT

The Department of Professional and Occupational Regulation shall comply with all state and federal laws pertaining to Equal Employment Opportunity and all applicable Executive Orders and Directives.

Approved By:


Digitally signed by Brian Wolford
Reason: I am approving this document
Date: 2024.09.17 08:56:25 -04'00'

II. PURPOSE

In accordance with DHRM Policy 2.05 Equal Employment Opportunity, the purpose of this policy is to document the Department of Professional and Occupational Regulation's commitment to EEO in all aspects of human resource management.

III. DEFINITIONS

N/A

IV. PROVISIONS

A. APPLICABILITY

The provisions of this policy prohibit against discrimination in all aspects of the hiring process and employment practices including: hiring, demotion, promotion, role change, in-band adjustment, layoff, and transfer; application of performance management and development, application of corrective actions (including disciplinary actions), compensation, pay practices; and other terms, conditions, and privileges of employment.

B. MONITORING AND COMPLIANCE

1. The Human Resources Section shall monitor all aspects of DPOR human resource management to ensure compliance with all federal, state and agency EEO requirements and provisions.
2. The Human Resources Section shall investigate any allegation of discrimination by gathering information and corresponding with state and federal agencies regarding any discrimination claims.

C. COLLECTION OF DATA

The Equal Employment Opportunity Commission (EEOC) requires all private employers with 100 or more employees as well as federal contractors and first-tier subcontractors with 50 or more employees AND contracts of at least \$50,000 to complete an EEO-1 report each year.

V. RELATED DOCUMENTS

[DHRM Policy 2.05 Equal Opportunity Employment](#)