EQUAL EMPLOYMENT OPPORTUNITY
And
AFFIRMATIVE ACTION POLICY STATEMENT

The Department of Social and Health Services (DSHS) is committed to equal employment and equal access to its programs and services for all persons without regard to race, color, sex, religion, creed, age, marital status, national origin, sexual orientation, disabled veteran, Vietnam-era veteran, recently separated veteran and other protected veterans status or the presence of any physical, sensory or mental disability or any other legally protected status.

Equal employment opportunity and affirmative action are vital responsibilities that are equally important within all functions of the agency. It is the responsibility of each employee to comply with and promote these policies. They are also applicable to any contractual agreements entered into by DSHS.

DSHS will provide access to its services and programs in a fair and impartial manner. Equal employment opportunity is the goal, whereas, the Affirmative Action Plan is the vehicle by which the agency will fulfill this goal. In an effort to eliminate barriers and to improve employment opportunities available to underutilized groups, these policies must be implemented in all matters concerning recruitment, hiring, career development, training, promotion, transfer, retention, reclassification, disciplinary actions, termination, reversion and non-permanent appointments.

DSHS will provide an environment free from all forms of discrimination. Employees shall not engage in any form of racial, religious and sexual harassment behavior including jokes, slurs and innuendoes. This is inappropriate in the work environment and may be grounds for discipline in accordance with the Washington State Merit System Rules.

The policy for DSHS is based on Presidential Executive Orders 11246, as amended, and 11375; Code of Federal Regulations (CFR) Title 41, Part 60-2, Revised Order No, 4; Equal Employment Opportunity governing guidelines; CFR Titles, 28, 29, and 43; Title VII of the Civil Rights Act of 1964, as amended; the Vietnam Era Veteran's Readjustment Act of 1974; the Governor's Executive Order 93-07 and Chapters 49.60 and 43.43 of the Revised Code of Washington.

Robin Arnold-Williams
Robin Arnold-Williams
Secretary

6-12-06
Date