

**GENERAL ASSEMBLY OF NORTH CAROLINA**

**SESSION 1991**

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HOUSE BILL 1006  
Second Edition Engrossed 5/14/91

Short Title: Equal Opportunity Program.

(Public)

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Sponsors: Representatives Fitch; and H. Hunter.

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Referred to: Public Employees.

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April 19, 1991

A BILL TO BE ENTITLED

1 AN ACT TO MAINTAIN AND STRENGTHEN THE CURRENT  
2 ADMINISTRATION OF STATE GOVERNMENT'S EQUAL EMPLOYMENT  
3 OPPORTUNITY PROGRAM.  
4

5 The General Assembly of North Carolina enacts:

6 Section 1. It is the policy of the State of North Carolina to provide equal  
7 employment opportunities for all State employees and for all applicants for State  
8 employment without regard to race, sex, religion, color, national origin, age, or  
9 disability. To this end, policies have been adopted by the State Personnel Commission  
10 and an equal employment opportunity program has been established which emphasizes  
11 taking positive measures to assure equitable and fair treatment of women, minorities,  
12 disabled persons, and older persons within all levels and phases of personnel practices  
13 within State government including but not limited to recruitment, hiring, compensation,  
14 benefits, promotions, transfers, layoffs, recall from layoffs, performance appraisals,  
15 training and other terms, and conditions of employment.

16 Sec. 2. Each member of the Council of State under G.S. 143A-11, each of the  
17 principal departments enumerated in G.S. 143B-6, The University of North Carolina,  
18 the judicial branch, and the legislative branch, shall develop and submit an Equal  
19 Employment Opportunity plan which shall include goals and programs that provide  
20 positive measures to assure equitable and fair representation of North Carolina's  
21 citizens. The plans developed by the judicial branch and by the Legislative Services  
22 Office on behalf of the legislative branch shall be submitted to the General Assembly on

1 or before June 1 of each year. All other such plans shall be submitted to the State  
2 Personnel Director for review and approval on or before March 1, of each year.

3           Sec. 3. The State Personnel Commission shall submit a report to the General  
4 Assembly concerning the status of Equal Employment Opportunity plans and programs  
5 for all State departments, agencies, universities, which are required by this chapter to  
6 report to the State Personnel Director, on or before June 1 of each year. If any plan has  
7 been disapproved, the report shall contain reasons for disapproval. The status report  
8 submitted to the General Assembly by the State Personnel Director and the plans  
9 submitted to the General Assembly by the judicial branch and the Legislative Services  
10 Office on behalf of the legislative branch shall contain reasons for disapproval. This  
11 status report shall contain the total number of persons employed in each job category,  
12 the race, sex, salary, and other demographics relative to persons hired and promoted  
13 during the reporting period, analysis of the data, and an indication as to which goals  
14 were achieved.

15           Sec. 4. The State Personnel Director shall at least maintain current services  
16 of Equal Employment Opportunity technical assistance, training, oversight, monitoring,  
17 evaluation, support programs, and reporting to assure that State government's work  
18 force at all occupational levels reflect North Carolina's population. To the extent  
19 reasonably possible, these services shall be provided by qualified personnel who have  
20 continuous experience in the field of Equal Employment Opportunity and affirmative  
21 action and who are sensitive to circumstances and experiences of individuals from  
22 diverse backgrounds and cultures, and recognize that efficient and effective government  
23 requires the talents, skills, and abilities of all available human resources.

24           Sec. 5. This act becomes effective July 1, 1991.