

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1991

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SENATE BILL 768

Short Title: State Equal Employment.

(Public)

Sponsors: Senators Martin of Guilford; Hunt, Lee, Perdue, and Richardson.

Referred to: State Personnel and State Government.

April 24, 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.
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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 as set forth 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. Such plans shall be submitted to the State Personnel Director for review and
22 approval on or before March 1 of each year.

23 Sec. 3. The State Personnel Commission shall submit a report to the General
24 Assembly concerning the status of Equal Employment Opportunity plans and programs

1 of all State departments, agencies, universities, the judicial branch, and the legislative
2 branch, on or before June 1 of each year. If any plan has been disapproved, the report
3 shall contain reasons for disapproval. This status report shall contain the total number
4 of persons employed in each job category, the race, sex, salary, and other demographics
5 relative to persons hired and promoted during the reporting period, analysis of the data,
6 and an indication as to which goals were achieved.

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

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