STATE OF NEBRASKA
AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY POLICY

The State of Nebraska firmly supports the policies of both affirmative action and equal employment opportunity. All policies and procedures for the State shall be administered in a manner that prohibits discrimination against any individual or group based upon race, color, religion, sex, age, national origin, physical or mental disability or marital status.

The State of Nebraska has formally endorsed these policies through the passage of the Nebraska Fair Employment Practices Act and State Statute 81-1355, which affirm the State's commitment to affirmative action and equal employment opportunity. Through these actions, it is the intent of the State to maximize the effective use of human resources and, in so doing, insure that the State government work force is representative of the composition of the State labor force. In this regard, all employees and applicants for employment shall be given equal access to employment and advancement opportunities. Also, those charged with administrative and decision making responsibilities shall take deliberate steps and employ results-oriented procedures to identify and eliminate artificial barriers to employment and advancement which serve to discriminate against protected groups.

To implement these policies, the State of Nebraska, through its administrative entities, will strive to:

(1) Recruit, hire, train and promote in all job classifications and at all levels without regard to race, color, religion, age, sex, marital status, national origin or mental or physical disability.
(2) Insure that all personnel actions (including but not limited to compensation, benefits, transfers, layoff, termination, reinstatement, tuition assistance, selection for education or training, treatment during employment or any other conditions of employment) are administered in an open and non-discriminatory manner.
(3) Base hiring and employment decisions so as to further affirmative action and equal employment opportunity in State government.
(4) Develop goals and timetables directed towards reversing situations where underutilization of protected class individuals exists.
(5) Develop results-oriented agency and statewide affirmative action plans.
(6) Develop positive and vigorous recruitment and community outreach activities to inform, identify and attract protected class individuals to employment opportunities within State government.
(7) Communicate the State affirmative action and equal employment opportunity policies to employees and prospective employees.
(8) Identify and eliminate practices, policies and procedures which result in disparate impact or unfair treatment.
(9) Create a work place environment absent from any form of work place harassment based, in whole or in part, on race, color, religion, age, sex, disability or national origin, which manifests itself in the form of inflammatory comments, jokes, printed material and/or innuendo, unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature.

All code agencies shall make and demonstrate good faith efforts to follow and promote the principles of equal employment opportunity and affirmative action. Each agency shall, in cooperation with the State Affirmative Action Office, strive to accomplish goals and objectives necessary to establish and continue a State Affirmative Action Program which indicates and projects comparability between the State labor force and State government work force. In addition, all non-code agencies are encouraged to participate in the affirmative action program through the development of affirmative action plans.

Finally, as Governor, I am firmly committed to and fully support equal employment opportunity and affirmative action. A realization of the goals and objectives of these policies will ultimately benefit all citizens of the State of Nebraska. I wholeheartedly endorse actions that insure compliance with the letter, intent and spirit of these policies.

Dave Heineman,
Governor