

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 1991

CHAPTER 919  
HOUSE BILL 1006

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

The General Assembly of North Carolina enacts:

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

Sec. 2. Each member of the Council of State under G.S. 143A-11, each of the principal departments enumerated in G.S. 143B-6, The University of North Carolina, the judicial branch, and the legislative branch, shall develop and submit an Equal Employment Opportunity plan which shall include goals and programs that provide positive measures to assure equitable and fair representation of North Carolina's citizens. The plans developed by the judicial branch and by the Legislative Services Office on behalf of the legislative branch shall be submitted to the General Assembly on or before June 1 of each year. All other such plans shall be submitted to the State Personnel Director for review and approval on or before March 1, of each year.

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

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

Sec. 5. This act becomes effective October 1, 1992.

In the General Assembly read three times and ratified this the 10th day of July, 1992.

James C. Gardner  
President of the Senate

Daniel Blue, Jr.  
Speaker of the House of Representatives