

***P.O. 220 Equal Employment Opportunity/Affirmative Action***

Effective From:	7-15-2012	Effective To:	Current
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***T. P.O. 220 - Equal Employment Opportunity/Affirmative Action***

**1. PURPOSE**

- i) Employee protection from discrimination is well documented in the annals of judicial decisions. This policy highlights the basic rights afforded to each employee and the responsibilities incumbent upon all members of the Department to ensure these rights are not infringed.

**2. POLICY**

- i) The Louisiana State Police is operating under a continuous and affirmative concept of Equal Employment Opportunity for all persons regardless of race, color, religion, national origin, sex, age, disability, veterans' status or any other non-merit factor. Based on these factors, there will be no discrimination in any personnel activity or action including recruiting, selection, hiring, placement, training, seniority, transfer, promotion, layoff or termination.

**3. STATUTORY MANDATE**

- i) The Department's Affirmative Action Program shall conform to the principles of Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, as amended, the Americans with Disabilities Act of 1990, as amended, Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, as amended, current philosophies of the Equal Employment Opportunity Commission, and all other pertinent statutes and mandates.

**4. RESPONSIBILITIES**

- i) Based upon laws, statutes, and mandates, the Affirmative Action Program exists to provide Equal Employment Opportunity for all applicants and qualified in-service employees of the Department. This is to be measured by the extent to which the composition of the Department's workforce reasonably represents or reflects the available labor workforce in the State. The program applies to each division of this Department.
- ii) Each employee shall comply with the Department's Equal Employment Opportunity/Affirmative Action Policy. It is the responsibility of each employee to support and comply with the Equal Employment Opportunity laws and policies in a manner commensurate with his level of responsibility and delegated authority. Each division of this Department is responsible for taking appropriate actions to adhere to this policy.
- iii) Each employee shall be fully informed regarding his rights to fair and equal treatment in all matters relating to his work and employment. To assure this end, each Deputy Superintendent will ensure that each employee has access to a copy of the Department Affirmative Action Plan and receives training in Affirmative Action as needed.
- iv) As the Department's Equal Employment Opportunity Coordinator, the Human Resources Director has the responsibility for developing, maintaining and monitoring the Affirmative Action Plan. Questions regarding this policy should be directed to HRM at Post Office Box 66614, Baton Rouge, Louisiana 70896 or call (225) 925-6067.
- v) All employees are encouraged to cooperate with the Equal Employment Opportunity Commission and other federal and state agencies in the investigation of alleged instances of discriminatory treatment such that the goal of Equal Employment Opportunity may be jointly and effectively pursued.