

Office of Personnel Management

Policy

Policy Title: Equal Employment Hiring Practices	Policy Number: 30.12
Citation: Arkansas Code Annotated § 21-3-101; § 6-63-103 US Equal Employment Opportunity Commission	Forms: None

Purpose

State law provides that no state agency or institution shall discriminate in hiring, promoting, administering disciplinary action, or any other way against employees based on their race, creed, religion, national origin, age, sex, or gender.

Federal law provides that it is illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy), national origin, age (40 or older) disability or genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

Specific Provisions

Every state agency, board, commission, institution of higher education, and constitutional office shall adopt and pursue a comprehensive equal employment hiring program designed to achieve a goal of increasing the percentage of minority employees to a level that approximates the percentage of minorities in the state's population.

All state agencies, boards, commissions, institutions of higher education, and constitutional offices shall report to the Legislative Council on June 30 of each year regarding its efforts to achieve its equal employment hiring program goal.

State-supported colleges and universities

All state-supported colleges and universities shall prepare an affirmative action program for the recruitment of blacks and other members of minorities for faculty and staff positions and student enrollment. The affirmative action plans shall be prepared on a continuing basis for future five-year periods.

Each state-supported college and university shall annually prepare a report on the steps taken to reach the goals of its affirmative action plan. The report shall include the progress made for the various levels of employment within the institution.

Policy Title: Equal Employment Hiring Practices	Policy Number: 30.12
Citation: Arkansas Code Annotated § 21-3-101; § 6-63-103 US Equal Employment Opportunity Commission	Forms: None

Copies of each institution's five-year plan and annual report must be filed with the Governor, the Department of Higher Education, the president and board of trustees of the institution, the board of visitors of the institution, and the House and Senate Interim Committees on Education.

Each institution shall provide for a part-time or full-time employee to assist the institution in the recruitment of minority faculty and staff positions and student enrollment.

Revised August 16, 2013