

MICHIGAN DEPARTMENT OF CORRECTIONS POLICY DIRECTIVE		EFFECTIVE DATE 05/01/2014	NUMBER 02.06.100
SUBJECT EQUAL EMPLOYMENT OPPORTUNITY		SUPERSEDES 02.06.100 (05/01/00)	
		AUTHORITY Persons With Disabilities Civil Rights Act, 1976 PA 220, MCL 37.1101 <i>et seq.</i> , Elliott-Larsen Civil Rights Act, 1976 PA 453, MCL 37.2101 <i>et seq.</i> , MCL 791.203; Civil Service Rules 1-7, 1-8	
		PAGE 1 OF 1	

POLICY STATEMENT:

The Department shall provide equal employment opportunity for all persons in accordance with state and federal laws.

RELATED POLICIES:

- 02.03.109 Discriminatory Harassment
- 02.06.101 Employees and Job Applicants with Disabilities
- 02.06.111 Employment Screening

POLICY:

- A. The Department firmly supports equal employment opportunity and is committed to reviewing all aspects of employment, including recruitment, selection, retention and promotion, to identify and eliminate barriers to providing all persons equal employment opportunity.
- B. The Human Resources Director, Labor Relations, and the Equal Employment Opportunity Office shall oversee the implementation of the State of Michigan's Equal Employment Opportunity Plan throughout the Department. This shall include monitoring employment practices within the Department and providing training to staff regarding equal employment opportunity.
- C. In conjunction with the Human Resources Director and the Equal Employment Opportunity Office, managers and supervisors shall ensure that employee recruitment is handled in a manner which attracts qualified and diverse applicants. All hiring shall be based on job-related factors, and in accordance with selection standards developed by Civil Service, the Human Resources Director and the Equal Employment Opportunity Office.
- D. Employees shall be treated in a non-discriminatory manner, consistent with applicable state and federal laws, rules, regulations and policies.

OPERATING PROCEDURES

- E. Procedures are not required for this policy directive.

AUDIT ELEMENTS

- F. There are no audit elements for this policy directive.

APPROVED: DHH 04/02/14