

HISTORICAL PERSPECTIVE

The State of Kansas has been committed to affirmative action for many years. Following is a summary of the regulations, executive orders and plans that evidence this commitment.

1. In 1975, Governor Robert F. Bennett signed **Executive Order No. 75-9** which required the state to eliminate all possible discriminatory barriers to equal employment opportunity by affirmative action. The order placed the responsibility for the implementation and coordination under the direction of the Department of Administration. The Plan was called the State Affirmative Action Plan for Equal Employment Opportunity. The Plan included concepts, definitions, affirmative action policy, goals, and dates. The analysis of the state workforce was limited to the relevant workforce in the recruiting area.
2. **Kansas Administrative Regulation 1-9-18** became effective on May 1, 1979, and was amended on August 3, 1992, and December 17, 1995. This regulation supports the concepts of affirmative action, equal employment opportunity and the right of all state employees to work and advance on the basis of merit and ability without regard to race, color, national origin, age, sex, disability or political or religious affiliation.
3. In 1980, Governor John Carlin signed **Executive Order No. 80-47** "Concerning State Affirmative Action." This executive order continued to embrace the state affirmative action initiatives through agency affirmative action plans, programs, monitoring systems, problem identification, data collection and EEO training. Agency plans addressed and identified program problems which could be rectified within one year. The statistics used to analyze the availability of persons in the state workforce were derived from the 1980 Census and from estimates of local area total employment and unemployment developed by the Kansas Department of Human Resources and the U.S. Bureau of Labor Statistics. Civilian labor force statistics and state civilian labor force figures, which included protected group members, were also used.
4. In 1982, Governor John Carlin signed **Executive Order 82-55** requiring the Department of Administration to adopt a strong policy statement prohibiting sexual harassment; to provide sensitivity training to managers, supervisors and employees; to develop procedures for expressing complaints or concerns; and to develop mechanisms to assure prompt confidential and appropriate handling of complaints. (This has been rescinded as other regulations and policies address these issues.)
5. In 1992, Governor Joan Finney signed **Executive Order 92-153** which establishes support and guidance for assuring non-discrimination for Persons with Disabilities. The Order requires all agencies to provide disability awareness training and sensitivity training for all managers, supervisors, and employees; to

cooperate to obtain and share technical expertise; to allow disabled applicants/employees to provide a needed accommodation or to pay part of the cost of an accommodation that would constitute an undue hardship for the agency; and to establish internal mechanisms to ensure confidentiality of medical information.

- 6. Executive Order 92-154**, was also signed by Governor Joan Finney in 1992. This order provided for the appointment of an ADA contact person for each agency who would act as the liaison between the Statewide ADA Coordinator and the agency; to comply with the Acts to prohibit discrimination against persons with disabilities; to disseminate information regarding the Acts to employee, applicants, participants, beneficiaries and other interested persons within the agency; establish internal mechanisms to ensure the confidentiality of all records pertaining to medical information.
- 7.** In 1993, Governor Joan Finney signed **Executive Order 93-159** which continued the long Kansas tradition of embracing affirmative action within state government. The executive order highlights the importance of equal employment opportunity and the need for affirmative action programs. The Kansas Affirmative Action Plan developed under Governor Finney established a central process for the development of the statistical analysis and established a three year affirmative action plan cycle.
- 8.** In 2003, Governor Kathleen Sebelius signed **Executive Order 03-13** concerning sexual harassment. This order required state agencies to take the following actions: adopt a strong policy statement prohibiting sexual harassment; provide training that sensitize managers, supervisors, and employees on the subject of sexual harassment; develop and provide employees with proper procedures for expressing complaints.