



OFFICE OF THE GOVERNOR

Kathleen Sebelius, Governor

www.governor.ks.gov

EXECUTIVE ORDER 07-24

WHEREAS, the State of Kansas is dedicated to the principles of freedom and equality among all of its citizens; and

WHEREAS, the State of Kansas employs individuals that are a vital part of creating and fostering efficient business practices and ensuring that all citizens of Kansas receive the support and services they need and to which they are entitled; and

WHEREAS, the State of Kansas is committed to employment practices which will prevent discrimination and harassment on account of race, color, gender, sexual orientation, gender identity, religion, national origin, ancestry, age, military or veteran status, or disability status. State of Kansas employers are expected to provide equal employment opportunity to all individuals in all aspects of employer-employee relations without discrimination, and will comply with the spirit, as well as the letter, of applicable state and federal law; and

WHEREAS, the State of Kansas is committed to recruit, select, develop, and promote employees based on individual ability and job performance. Employment decisions will be made that advance the principles of equal employment opportunity and affirmative action. This effort places the State of Kansas in line with approximately 90% of Fortune 500 companies that have implemented similar diversity policies; and

WHEREAS, hiring and retaining diverse, highly qualified employees requires leadership support and attention to make diversity management initiatives a reality. Given that State employees make significant contributions to the State's success, it makes good business sense to treat employees and customers with dignity and respect.

NOW, THEREFORE, pursuant to the authority vested in me as Governor of the State of Kansas, I hereby declare that all state entities under my jurisdiction shall make certain the following programs are in place:

1. A diversity management program that includes outreach recruitment and hiring, support, mentoring, development, rewards, and recognitions for achievement; as well as monitoring the effectiveness of such programs.
2. A strong program prohibiting discrimination and harassment on account of race, color, gender, sexual orientation, gender identity, religion, national origin, ancestry, age, military or veteran status, or disability status. This

program will include training, and a prompt and confidential method for expressing complaints.

- 3. A program of awareness regarding legal protections for persons with disabilities in order to allow qualified applicants to apply for employment and to allow employees with disabilities to perform the essential functions of jobs and enjoy the privileges and benefits of employment.
- 4. Establishment of an agency affirmative action plan.

This document shall be filed with the Secretary of State as Executive Order No. 07-24 and shall become effective immediately.

THE GOVERNOR'S OFFICE

BY THE GOVERNOR

Kathleen Sebelius

DATED 08 | 31 | 07

Ron Thornburgh
Secretary of State

FILED

AUG 31 2007

RON THORNBURGH
SECRETARY OF STATE

Beard Bryant
Assistant Secretary of State

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