

# STATE OF KANSAS

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**GOVERNOR LAURA KELLY**

## **EXECUTIVE ORDER NO. 19-02**

Prohibiting discrimination in State employment, services, and contracts

**WHEREAS**, the State of Kansas is dedicated to the principles of freedom and equality among its citizens and celebrates their diversity; and

**WHEREAS**, State employees are a vital part of creating and fostering efficient business practices and ensuring that all Kansans receive the support, services, and respectful treatment to which they are entitled; and

**WHEREAS**, the State of Kansas must make every effort to create and maintain an excellent workforce and robust economy; and clear nondiscrimination policies promote good governance, government accountability, economic efficiency, and work environments of individual dignity and respect that help ensure that every Kansan has the opportunity to succeed; and

**WHEREAS**, the State of Kansas is committed to employment practices that prevent discrimination and harassment on account of race, color, gender, sexual orientation, gender identity or expression, religion, national origin, ancestry, age, military or veteran status, disability status, marital or family status, genetic information, or political affiliation that is unrelated to the person's ability to reasonably perform the duties of a particular job or position. 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 laws; and

**WHEREAS**, the State of Kansas is committed to recruiting, selecting, developing, and promoting employees based on ability and job performance; and workplace protections have been shown to improve job commitment, workplace relationships, job satisfaction, productivity, and health. Accordingly, employment and procurement decisions should advance the principles of equal employment opportunity and affirmative action.

**WHEREAS**, the State's internal policies should be aligned with best business practices, and this Order places the State of Kansas in line with the practices of Fortune 500 companies, the vast majority of which 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.

**NOW, THEREFORE**, pursuant to the authority vested in me as Governor of the State of Kansas, I hereby declare that:

1. No entity under my jurisdiction shall discriminate, harass, or retaliate against an individual in employment, in the provision of State services or State programs, or in awarding State contracts

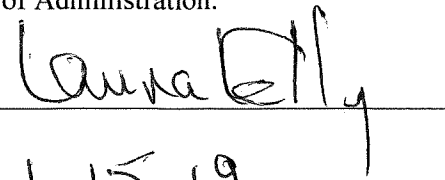
expression, religion, national origin, ancestry, age, military or veteran status, disability status, marital or family status, genetic information, or political affiliation that is unrelated to the person's ability to reasonably perform the duties of a particular job or position or that is unrelated to the entity's ability to perform the State service or program.

2. The Secretary of Administration shall issue guidance addressing discrimination, retaliation, and harassment to assist all entities under my jurisdiction in ensuring that the following programs, plans, or requirements are in place:
  - a. A diversity management program that includes outreach recruitment and hiring, support, mentoring, development, rewards and recognitions for achievement, as well as monitoring the program's effectiveness.
  - b. A strong program prohibiting discrimination and harassment in State employment and the provision of State services or State programs on account of race, color, gender, sexual orientation, gender identity or expression, religion, national origin, ancestry, age, military or veteran status, disability status, marital or family status, genetic information, or political affiliation that is unrelated to the person's ability to reasonably perform the duties of a particular job or position. This program will include training, and a prompt and confidential method for making and addressing complaints.
  - c. A requirement that State contracts and subcontracts expressly require that all hiring must be on the basis of individual merit and qualifications and expressly prohibit the discrimination or harassment described in paragraph 2(b) above by those performing the contract or subcontract.
  - d. A program to increase awareness of 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 their jobs and enjoy the privileges and benefits of employment.
  - e. Establishment of an agency affirmative action plan.

This document shall be filed with the Secretary of State as Executive Order No. 19-02 and shall become effective immediately subject to guidelines issued by the Secretary of Administration.

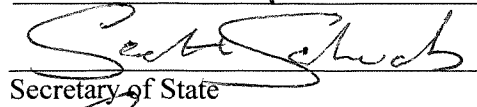
THE GOVERNOR'S OFFICE

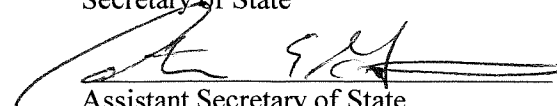
BY THE GOVERNOR



DATED

1.15.19

  
Secretary of State

  
Assistant Secretary of State