

THE AUSPICES OF THE SECRETARY OF PERSONNEL AN EQUAL OPPORTUNITY PROGRAM TO ASSURE THAT STATE MERIT SYSTEM EMPLOYEES AND APPLICANTS FOR STATE MERIT SYSTEM EMPLOYMENT ARE PROVIDED EQUAL OPPORTUNITY IN EMPLOYMENT ON THE BASIS OF MERIT AND FITNESS. ALL MERIT SYSTEM ACTIONS AND TRANSACTIONS SHALL BE MADE WITHOUT REGARD TO POLITICAL OR RELIGIOUS OPINION OR AFFILIATION, MARITAL STATUS, RACE, COLOR, NATIONAL ORIGIN, SEX, PHYSICAL OR MENTAL HANDICAP, AGE, OR OTHER NONMERIT FACTORS, EXCEPT WHEN SEX, HANDICAP, OR AGE INVOLVES A BONA FIDE JOB REQUIREMENT.

12B.

THE SECRETARY OF PERSONNEL IS RESPONSIBLE FOR THE DEVELOPMENT AND OVERALL ADMINISTRATION OF THE EQUAL EMPLOYMENT OPPORTUNITY PROGRAM FOR STATE MERIT SYSTEM EMPLOYEES AND APPLICANTS AND FOR STATE MERIT SYSTEM EMPLOYMENT. THE SECRETARY OF PERSONNEL SHALL DEVELOP, PROMULGATE, AND ENFORCE RULES, REGULATIONS, AND GUIDELINES FOR THE IMPLEMENTATION OF THE EQUAL EMPLOYMENT OPPORTUNITY PROGRAM. THESE RULES, REGULATIONS, AND GUIDELINES SHALL COMPLY WITH APPLICABLE FEDERAL AND STATE LAWS GOVERNING EQUAL EMPLOYMENT OPPORTUNITY AND THE STATE MERIT SYSTEM LAW. THE HEAD OF EACH AGENCY WITHIN THE EXECUTIVE BRANCH OF THE STATE GOVERNMENT SHALL COMPLY WITH THE RULES, REGULATIONS, AND GUIDELINES ISSUED BY THE DEPARTMENT OF PERSONNEL AND SHALL PREPARE AN ANNUAL AFFIRMATIVE ACTION PLAN IN ACCORDANCE WITH THEM.

THE SECRETARY OF PERSONNEL SHALL PERIODICALLY REVIEW AND EVALUATE THE EQUAL EMPLOYMENT OPPORTUNITY PROGRAM WITHIN EACH AGENCY OF THE STATE GOVERNMENT, AND SHALL REQUIRE THE PROGRESS REPORTS DEEMED NECESSARY BY THE SECRETARY. THE SECRETARY SHALL CONSULT WITH AND SOLICIT THE RECOMMENDATIONS OF INTERESTED INDIVIDUALS AND ORGANIZATIONS.

12C.

THE SECRETARY OF PERSONNEL SHALL APPOINT AN EQUAL EMPLOYMENT OPPORTUNITY COORDINATOR. THE COORDINATOR, UNDER THE DIRECTION AND SUPERVISION OF THE SECRETARY SHALL:

(1) ADMINISTER AND ENFORCE THE STATE EQUAL EMPLOYMENT OPPORTUNITY PROGRAM;

(2) PERFORM THE DUTIES CONNECTED WITH IT AS ARE DELEGATED BY THE SECRETARY; AND

(3) COORDINATE THE OPERATIONAL ACTIVITIES OF THE VARIOUS FAIR PRACTICE OFFICERS APPOINTED PURSUANT TO SECTION 12D.

12D.

ALL STATE AGENCIES, IN ACCORDANCE WITH THE PROVISIONS AND INTENT OF THE STATE CONSTITUTION AND THE STATE'S LAWS AGAINST DISCRIMINATION, SHALL COOPERATE FULLY WITH THE SECRETARY OF PERSONNEL AND DULY COMPLY WITH VALIDLY ADOPTED