

EQUAL EMPLOYMENT OPPORTUNITY PROGRAM AND PLAN SUMMARY OF REVISIONS

Affirmative Action Program Policy changed to Equal Employment Opportunity Program and Plan Policy effective 12-1-95.

12-13-72	Formalized Affirmative Action Program in employment.
8-2-74	Affirmative Action Policy approved.
10-1-77	Revised AA policy to improve the State's leadership in its role in affirmative action. It is essentially designed to carry out the intent of Chapter 126-16 of the G. S.
2-1-78	Revised to state that "three available applicants must be interviewed" thus bringing AA policy and CARS requirements of interviewing representatives of the ethnic, sex and handicapped composition comparable.
10-1-78	To assist in the evaluation of the State's Affirmative Action program, each State agency or institution shall provide the Commission with compliance information concerning investigations or other review made by the EEO, or through court proceedings, etc.
8-1-79	Changed the wording to "as needed" instead of "monthly" regarding reporting progress.
10-1-80	New flexible policy in regard to submission of affirmative action plans to OSP.
10-1-83	To enhance the employment opportunities for persons with disabilities or handicapped individuals and to bring the State's policy in conformity with the National or Federal Regulations, etc.
10-1-84	Policy Statement revised to add "preserve" EEO opportunities in (1) and add (2) assure more equitable representation of women, minorities and the handicapped throughout all aspects of the State's workforce.
	Program Implementation - State Level revised to add "performance appraisal (WPPR) and reduction-in-force".

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SUMMARY OF REVISIONS, Continued

10-1-84 cont'd	<p>Program Implementation Department Level revised to expand No. 6 and added Nos. 7, 8, and 9 as new items that must be included in each department's affirmative action program.</p> <p>Compliance Review revised to require submission of plans October 1 of each year.</p>
10-1-87	"Handicapping condition" added; AA Plan to meet requirements of EEO/AA Planning and Resources Guide. Allows for three-year plan under certain conditions.
11-1-88	Date for submission of plans changed from October 1 to January 31.
12-1-95	Change to EEO Program & Plan.
5-31-01	Revised to redefine Workforce Analysis
7-1-06	Advisory Note deleted in Item 5 since this provision has been approved permanently.
9-1-08	Added Advisory Note under the paragraph on Policy
1-1-12	Genetic information was added to the policy where appropriate to conform to the Genetic Information Nondiscrimination Act of 2008 (GINA)
