EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

PURPOSE
To provide equal employment opportunity (EEO) in direct employment with the North Carolina Office of Recovery and Resiliency (NCORR).

POLICY
NCORR was established pursuant to Session Law 2018-136, Section 5.7.(a), and is subject to Article 6 of North Carolina General Statute Chapter 126 (the State Personnel Act). It is therefore the policy of NCORR to provide equal opportunity for employment without regard to race, color, religion, national origin, sex, age, disability, or genetic information to all persons otherwise qualified.

To this end, and consistent with the NCORR Code of Conduct, NCORR will take affirmative action to ensure that equal opportunity is provided in all aspects of employment. NCORR recognizes an obligation to provide reasonable accommodations to applicants or employees for known physical or mental limitations of an otherwise qualified disabled applicant or employee, unless the accommodation imposes an undue hardship on NCORR.

Adoption of this document reaffirms NCORR’s policy of nondiscrimination in employment, including but not limited to the following activities:

- Recruitment
- Selection
- Placement
- Testing
- Training
- Promotion
- Transfer
- Discipline
- Demotion
- Layoff and termination

All NCORR employees are afforded equal employment opportunity during their terms of employment, and will not be retaliated against for exercising legal or administrative procedures to secure rights to equal employment opportunity or for testifying on behalf of someone else doing so.
NCORR hereby directs all employees of NCORR engaged in any of the above-referenced activities and phase of employment to take appropriate measures in following this EEO Policy. All supervisory personnel are responsible for, and shall be committed to, achieving and promoting equal employment opportunity with NCORR and for implementing this equal employment opportunity policy.

IMPLEMENTATION

To the extent they are otherwise applicable, NCORR shall follow the equal employment opportunity provisions enumerated in 24 C.F.R. § 570.607(a), including Presidential Executive Orders 11246 and 11375 when required. NCORR shall make good faith efforts to implement this policy and the following procedures:

- Evaluate current employment practices. To the extent that a discriminatory effect can be shown, those practices shall be modified so as to excise any discriminatory effect;
- Remedy any unwarranted instances of under-utilization of women, minorities, and other individuals who have traditionally been the victims of discrimination;
- Participate in training and implementing procedures that are inclusive of classes of people who have traditionally been denied equal opportunity – minority group members, women, and the handicapped – in any future employment opportunities with NCORR;
- Disseminate the substance of this policy on a continual basis through written notice to all employees, recruitment sources, and other interested persons and organizations;
- Provide equal pay for equal work;
- Apprise all contractors and subcontractors of their equal employment responsibilities in all contracts awarded by NCORR;
- Ensure compliance with all applicable federal and state equal employment requirements;
- Include the following clause in all vacancy announcements:
  We are an Equal Opportunity Employer;
- Make this policy available in order to facilitate referral of qualified minorities, women and handicapped individuals;
- Post EEO posters in conspicuous places on NCORR premises;
- Instruct all supervisory personnel as to the required procedures following an EEO complaint;
- Inform all supervisory personnel of their duties and responsibilities with respect to equal employment opportunity; and
- Inform all employees of NCORR’s commitment to equal employment opportunity and of their rights and remedies under the law.

NCORR will also require its subrecipients to adopt, at minimum, these standards in their own employment policies.

EFFECTIVE DATE

This policy shall take effect July 1, 2019.