



NORTH CAROLINA OFFICE OF RECOVERY AND RESILIENCY

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.

