

STATE OF TENNESSEE
EXECUTIVE ORDER
BY THE GOVERNOR

NO. 3

AN ORDER CONCERNING NONDISCRIMINATION IN EMPLOYMENT PRACTICES
OF THE
EXECUTIVE BRANCH

WHEREAS, one of the principal initiatives of this Administration is the recruitment of additional jobs and the development of a workforce having the education, training and skills necessary (i) to attract new employers and induce existing employers to increase their workforce, and (ii) to perform and carry out those responsibilities in an exemplary manner; and

WHEREAS, this Administration intends to set an example illustrating the highest standards of employment practices, policies and procedures in order to attract, train, promote and retain qualified employees who are performing at the highest level; and

WHEREAS, a policy showing that the Executive Branch does not discriminate on the basis of race, gender, color, national origin, religion, age, or against otherwise qualified individuals with disabilities in employment matters is not only mandated by law, but it is also critical to maintaining the integrity and trust in State government and setting the standard for all employers in the State of Tennessee, both present and future.

NOW THEREFORE, by virtue of the power and authority vested in me by the Tennessee Constitution and the laws of the State of Tennessee, I, Bill Haslam, Governor of the State of Tennessee, do hereby declare that it is the resolute and steadfast policy of the State of Tennessee to afford equal opportunity to all citizens in all aspects of state government.

This policy specifically prohibits discrimination on the basis of race, gender, color, national origin, religion, age, political affiliation or against otherwise qualified individuals with disabilities.

The Commissioner of Human Resources is hereby directed to review current employment practices and procedures to ensure compliance with this policy of nondiscrimination. In particular, the Commissioner of Human Resources and the Commissioner of Labor and Workforce Development are directed to take appropriate measures to emphasize the recruitment, training, employment, promotion, recognition and retention of qualified minorities, veterans, women, disabled individuals and older Tennesseans to serve at all levels of State government. Those responsible in the Executive Branch for employing and appointing persons to positions with boards, commissions, agencies and divisions of the Executive Branch shall take comparable steps to comply with this overriding policy of nondiscrimination.

The Commissioner of Economic and Community Development is hereby directed to inform and instruct all companies considering Tennessee as a business location that this prevailing policy of nondiscrimination must be reflected in their employment practices and workforces in Tennessee.

It is imperative that the workforce filling state positions accurately reflect the citizens that they serve. The Commissioner of Labor and Workforce Development and the Commissioner of Human Resources shall

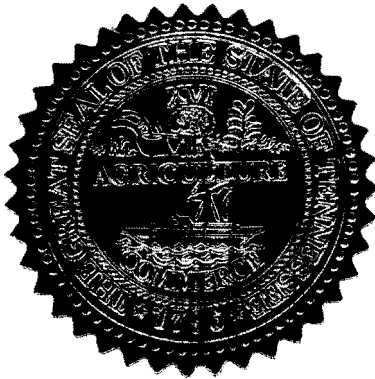
report periodically to the Deputy Governor and Chief of Staff on the steps taken to comply with and carry out the policy and directives of this Order. Any employee of the Executive Branch found in violation of the policy shall be subject to appropriate disciplinary action.

This Executive Order is intended only to improve the internal management of the Executive Branch of the State of Tennessee and does not create any right to administrative or judicial review, or any other right or benefit, substantive or procedural, enforceable at law or equity by a party against the State of Tennessee, its agencies or instrumentalities, its officers or employees, or any other person. Nor does it permit or in any way require the lowering of any job requirements, performance standards, or qualifications for positions.

A copy of this Order shall be placed in conspicuous locations in all state facilities.

Executive Order No. 3 supercedes and rescinds Executive Order No. 13 dated October 9, 2003 and any and all other executive orders and implementing directives and memoranda on the same subject.

IN WITNESS WHEREOF, I have subscribed my signature and caused the Great Seal of the State of Tennessee to be affixed this 15th day of January, 2011.



Bill Haslam, Governor

Attest:



Secretary of State