



STATE OF TENNESSEE

# EXECUTIVE ORDER

BY THE GOVERNOR

No. 2

## AN ORDER CONCERNING EQUAL EMPLOYMENT OPPORTUNITY

WHEREAS, this Administration is committed to the principle that all citizens of Tennessee are entitled to equal employment opportunity; and

WHEREAS, employment and promotion based on merit are in the interest of all the people of Tennessee and will increase the effectiveness and efficiency of State government, and

WHEREAS, the General Assembly of the State of Tennessee and the Congress of the United States of America have enacted legislation prohibiting discrimination in employment on the basis of race, religion, gender, age, handicap, or national origin; and

WHEREAS, this Administration intends to establish employment practices and operate public services and facilities that will serve as models for business and labor in the State of Tennessee.

NOW, THEREFORE, I Don Sundquist, Governor of the State of Tennessee, under and pursuant to the authority invested in me by the Constitution and laws of this State, in full support of the goal of equal opportunity, do hereby order and direct the following:

1. That the policy of the State of Tennessee in all of its decisions, programs and activities is to promote equal employment opportunity and to eliminate unlawful discrimination. All departments, agencies, commissions, and employees of the Executive Branch shall be strictly accountable for adhering to this policy and shall take action to ensure equality of opportunity in the internal affairs of this Administration and in its relations with the general public.

2. That no executive department, agency, or commission shall, in the recruitment, appointment, assignment, promotion and discharge of personnel, discriminate unlawfully against any person on the basis of race, religion, national origin, gender, handicap, or age.

3. That the Commissioner of the Department of Personnel for the State of Tennessee shall represent the Governor in matters relating to equal employment opportunity in State government. The Commissioner of Personnel is hereby directed to prepare such plans and implement such programs as are necessary to ensure the State's compliance with federal and state laws, orders, and regulations prohibiting unlawful employment discrimination and mandating affirmative employment practices. The Commissioner is further directed to analyze current testing procedures and all other aspects of certification, recruitment, appointment, assignment, promotion, and discharge of personnel in the executive and career service in order to ensure that those practices do not discriminate unlawfully.

4. That the Department of Personnel and the Tennessee Human Rights Commission shall sponsor and conduct such conferences and commemorative activities and events as will promote and further the principles and aims of this Executive Order.

5. That all executive branch departments, agencies and commissions shall cooperate with the Department of Personnel in the implementation of equal employment practices and with the Tennessee Human Rights Commission and the Equal Employment Opportunity Commission in the resolution of complaints of unlawful discrimination.

6. That there is hereby created a Governor's Advisory Committee on Equal Employment Opportunity. That committee shall consist of nine members, including the Commissioner of Personnel, who shall chair the committee. The members of the committee shall be appointed by the Governor, shall serve at his pleasure, and shall be Tennesseans who, by background and experience, have demonstrated a concern for the principles expressed in this Order. The committee shall meet at least semi-annually to review the implementation of this Order and shall advise the Governor about the implementation of the equal employment opportunity policies of the Executive Branch.

7. That this Executive Order shall be posted in conspicuous locations in all state facilities.

8. That this Order supersedes and repeals Executive Order Number 13, issued November 12, 1987, 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 the 27th day of February, 1995.

  
GOVERNOR

ATTEST:

  
SECRETARY OF STATE