

STATE OF INDIANA
OFFICE OF THE GOVERNOR
State House, Second Floor
Indianapolis, Indiana 46204

Eric J. Holcomb
Governor

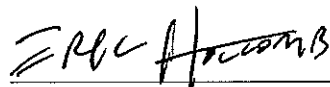
GOVERNOR'S POLICY STATEMENT

The State of Indiana is committed to recruit, select, develop, and promote employees based on individual ability and job performance. Our policy is to provide equal employment opportunity to all people in all aspects of employer-employee relations without discrimination because of race, color, creed, religion, sex, national origin, ancestry, age, sexual orientation or gender identity, physical or mental disability, or veteran status. We will comply with the spirit as well as the letter of all applicable state and federal laws.

Accordingly, we commit ourselves, the member(s) of the executive staff, the agency heads, and the entire management team throughout state government, to move toward ever more progressive affirmative action in state employment. Employment decisions will be made in a manner that will advance the principles of equal employment opportunity and affirmative action.

It is also our policy that all state employees have the right to work in an environment free from all forms of discrimination and conduct which are harassing or coercive, and the working environment should be characterized by mutual respect, safety, and civility. We will strive, at all times, to maintain a working environment free of sexual harassment and intimidation, and, as part of our commitment, we will provide regular and robust training for all state employees in order to prevent and eliminate this offensive conduct. Workplace harassment is unacceptable and will not be tolerated.

In order to ensure that the foregoing expectations are carried out, I direct all appointing authorities to place affirmative action and workplace harassment prevention on their list of agency priorities. In addition, I charge the Director of the Indiana State Personnel Department to develop and maintain the necessary programs, record, and reports to comply with laws and regulations, the goals and objectives of equal employment opportunity and affirmative action programs, and workplace harassment prevention.



Eric J. Holcomb, Governor

8-3-18

Date