

EXECUTIVE ORDER 81-02

AFFIRMATIVE ACTION IN STATE GOVERNMENT

WHEREAS, the integrity and well-being of the state is based upon the participation and productivity of all its citizens in the economic mainstream; and the state of Washington as a major employer should offer leadership in the area of equal opportunity and affirmative action in order to effect both the impact and visibility of affirmative action programs across the state; and

WHEREAS, the state's leadership in affirmative action programs can provide a model to private business and local government employers to improve employment practices and eradicate artificial barriers to employment; and

WHEREAS, after many years of effort in addressing these problems we have not yet achieved the goals of affirmative action, and have not yet eliminated the inequities in state government; and

WHEREAS, analysis of current state government employment shows under-representation of women, ethnic minorities, handicapped persons and Vietnam-era veterans in certain geographical areas and/or agencies and within various job classifications, particularly those at higher levels of responsibility; and

WHEREAS, corrective action is necessary as a method of achieving an employment profile in state government which is representative of our diverse society, and

WHEREAS, the effort of all of our citizens and employers will be needed to achieve, the goals we have set out for ourselves in public policy, laws and regulations, for affirmative Action.

NOW, THEREFORE, I, John D. Spellman, Governor of the state of Washington by virtue of the power vested in me,

Affirm my commitment to vigorously support equal employment opportunity in all areas of state government, and to ensure freedom from discrimination based on race, creed, color, national origin, sex, marital status, or the presence of a physical, sensory, or mental handicap, in accordance with state and federal laws; and

Direct that barriers to employment of the handicapped be eliminated and reasonable accommodations be made to ensure the inclusion of handicapped individuals in the workforce; and

Direct that 11 state departments and agencies continue to improve the employment opportunities for Vietnam-era veterans; and

In an effort to employ designated underrepresented groups in all job categories according to goals established by the Governor's Office, direct that all state departments and agencies and higher education institutions use corrective employment measures outlined under Washington

Administrative Codes covering employment based on RCW 49.60, and comply with Federal Executive Order 11246 as amended by 11375, Vietnam Era Readjustment Action of 1974, Section 503 Vocational Rehabilitation Act of 1974, Age Discrimination Action of 1967 as amended, and such regulations and implement them; and

I encourage private industry and business to join with state government in our continuing efforts to eradicate all forms of employment discrimination and to institute result-oriented Affirmative Action Procedures and Plans.

IN WITNESS WHEREOF, I have hereunto
set my hand and caused the seal of the State
of Washington to be affixed at Olympia
this 14th day of January A.D., Nineteen hundred and eighty-one.

Additional

By:

JOHN SPELLMAN
Governor of Washington

BY THE GOVERNOR:
Secretary of State