

Department of Public Safety Equal Employment Opportunity Statement

The Department of Public Safety has a long-standing commitment to civil rights and equal employment opportunity laws. The department is committed to promoting diversity and fostering a workplace free from discrimination and harassment. It is a fundamental policy of the Department to ensure equal opportunity in employment for all individuals, regardless of race, color, sex, religion, national origin, age, marital status, changes in marital status, pregnancy, parenthood or disability. The Department affirms its commitment of the right of all persons to work and advance on the basis of merit, ability, and potential.

Employees of the Department of Public Safety will adhere to established administrative orders and statewide policies regarding equal employment opportunity and diversity in the workplace. Specifically:

- Pursuant to Administrative Orders 75 and 81, all employees and applicants for employment shall be afforded equal opportunity in all aspects of personnel management. This includes, but is not limited to, recruitment, selection, training, compensation, benefits, promotion, transfer, layoff, recall from layoff, and discipline.
- The department will not tolerate, condone, or permit any kind of unlawful discrimination or discriminatory harassment of individuals or group because of race, religion, color, or national origin, age, disability, sex, marital status, changes in marital status, pregnancy or parenthood. Sexual harassment is strictly prohibited. Retaliation in any form for filing a complaint or assisting in the investigation of a complaint is prohibited.

Department of Public Safety executive management charges each supervisor and manager in the department with the responsibility for understanding, communicating, and assisting in the implementation of state and department policies regarding equal employment opportunity. All supervisors and managers of the department are responsible for taking immediate and appropriate corrective action, after consultation with department Human Resource Manager or the State's Equal Employment Opportunity Program, when they have any knowledge of prohibited actions. Department managers will foster work environments that recruit, retain and promote employees who represent the broadest possible spectrum of our State, which includes women, Alaska Natives, other minorities, veterans, and individuals with disabilities and all protected classes. Department supervisors shall review all position descriptions annually to ensure the job duties and requirements accurately reflect the job performed.

Equal employment opportunity is fundamental to the department's operations. By working together, we can realize the objectives of state and department policies on equal opportunity employment, thereby supporting a work climate that values diversity and reflects the public we serve. Each employee and manager is expected to cooperate fully by integrating and promoting equal employment opportunity at all levels. Additional information on the State of Alaska's Equal Employment Opportunity Program is available on the following website:

<http://doa.alaska.gov/dop/eoo/>.

For questions regarding this statement or to report EEO-related concerns, please contact the Department Human Resource Manager at 269-0286.