

EXECUTIVE ORDER NO. 86

WHEREAS, the State of Wisconsin must fully utilize the talents of all its citizens; and

WHEREAS, the Governor's Task Force on the Problems of People with Physical Handicaps has identified underrepresentation of persons with disabilities in the Wisconsin work force as a significant problem; and

WHEREAS, the federal Vocational Rehabilitation Act of 1973 requires contractors and subcontractors to implement affirmative action for the handicapped; and

WHEREAS, similar affirmative action progress is necessary on the part of state departments to assure that the skills of persons with disabilities are used and developed to the fullest extent.

NOW, THEREFORE, I, PATRICK J. LUCEY, Governor of the State of Wisconsin, do hereby order:

- (1) that the head of each state department, board and commission assess their present employment policies to determine whether these policies may arbitrarily discriminate against persons with disabilities and to take or recommend appropriate steps to remedy such discrimination.
- (2) that each department, board, and commission shall develop and implement, through its existing person responsible for affirmative action, appropriate plans encompassing the development of recruitment and referral sources, adjustment of examination processes, restructuring of jobs, and training of supervisors and administrators concerning the needs of persons with disabilities.
- (3) that the Bureau of Personnel and the state employment service shall, in cooperation with the Department of Vocational Rehabilitation and other public and private agencies assist in such a program by exchanging information concerning appropriate positions and by furnishing qualified applicants.
- (4) that the head of each state department, board and commission shall be responsible for the active encouragement of handicapped persons in applying for promotion, and shall promote the requisite training at all levels which will qualify such persons for appointment and advancement in a climate of true equal opportunity. Departments shall evidence willingness to discuss problems, provide counseling for employees who feel aggrieved, and shall encourage the resolution of employee problems.

(5) that departments shall be responsible for thorough dissemination of an affirmative action policy for persons with disabilities within the department. Recruitment sources and prospective employees should likewise be informed of these policies and practices.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Wisconsin to be affixed. Done at the Capitol in the City of Madison, this seventh day of October in the year of our Lord one thousand nine hundred and seventy-four.



Patrick J. Lucey
PATRICK J. LUCEY
GOVERNOR

By the Governor:

M. C. ...
Secretary of State