

NOV 2 1983

EXECUTIVE ORDER NO. 28LEGISLATIVE REFERENCE
BUREAU

WHEREAS, the State of Wisconsin has a tradition which recognizes that each person provides a vital resource to the state; and

WHEREAS, the federal government has declared that all states receiving federal funds shall comply with federal equal opportunity laws and regulations relative to any program or activity in service delivery; and

WHEREAS, Wisconsin law and administrative code provide that no person shall, on the basis of age, race, color, handicap, sex, creed, national origin, ancestry, sexual orientation, arrest or conviction record, marital status, political affiliation or religion, be excluded from participation in, or be denied the benefits of, or be subjected to discrimination, including harassment in employment or in the delivery of services by any state agency; and

WHEREAS, there continues to exist an under representation and/or unequal distribution of members of racial and ethnic minority groups, women and handicapped persons, (herein referral to as Affirmative Action groups) in various employing units throughout the current state government work force; and

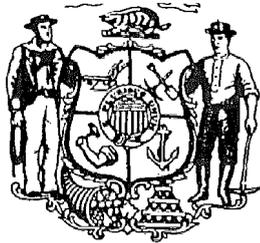
WHEREAS, equal opportunity for Affirmative Action groups should be an integral part of the civil service system in position description development, recruitment, examination, selection, salary and wages, training, transfer, promotion, reclassification, leave, acting and temporary assignment, disciplinary action, layoff, restoration, reinstatement, retention and other terms and conditions of employment; and

WHEREAS, equal opportunity shall be an integral part of the state's delivery of services to clients of state agencies; and

WHEREAS, the Legislature has declared in Chapter 230 of the Wisconsin Statutes that the State of Wisconsin shall take affirmative action for Affirmative Action groups to correct the present effects of past discrimination, to balance the work force and to ensure equal opportunity in employment and service delivery; and

WHEREAS, the Secretary of the Department of Employment Relations is authorized in Section 230.04, Stats., to promulgate rules and issue enforceable orders pertaining to affirmative action to achieve equal employment opportunity in this state;

WHEREAS, the Secretary of the Department of Employment Relations, pursuant to Section 230.06, Wis. Stats., shall administer, implement and ensure compliance of state agencies with Section 230.06(g) through (k);



EXECUTIVE DEPARTMENT

NOW, THEREFORE, I, ANTHONY S. EARL, Governor of the State of Wisconsin, by the authority vested in me by Article V, Sections 1 and 4, of the State Constitution, do hereby order and affirm the authority of the Secretary of the Department of Employment Relations to administer a comprehensive and coordinated statewide service delivery and equal employment opportunity program which shall include and guide all areas of Wisconsin government. To this end the Secretary shall:

1. Be responsible for coordinating the establishment of innovative programs to ensure the attainment of affirmative action and equal employment opportunity goals. These programs shall address such issues as recruitment, accessibility, reasonable accommodations, comparable worth, counseling, upward mobility retention; and
2. Develop state guidelines for the use of affirmative action exemptions in the state's layoff procedures, for the elimination of harassment on the basis of any legally protected status, for the training of state managers and supervisors in their affirmative action responsibilities and for equal opportunity requirements in service delivery;
3. Integrate affirmative action concerns into the collective bargaining process and establish guidelines and standards for managerial and supervisory responsibility for affirmative action and service delivery in the statewide performance evaluation system; and
4. Integrate affirmative action and equal opportunity concerns into state and agency training activities under authority granted by s. 230.046, Stats. This includes ensuring ongoing training opportunities for persons with affirmative action responsibilities including agency affirmative action officers, affirmative action committee members, supervisors and managers; and
5. Monitor and make recommendations regarding agency affirmative action internal operating budgets and staff appointments in order to ensure effective agency affirmative action and equal opportunity program administration.

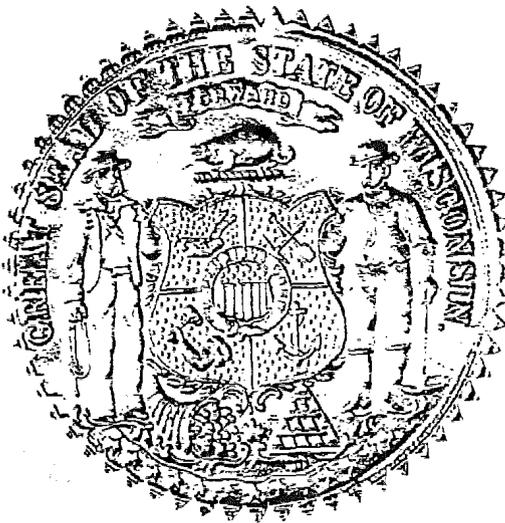
UNITED STATES OF AMERICA

The State of Wisconsin



EXECUTIVE DEPARTMENT

In addition, I hereby order and commit all agency heads to comply with this program as it is established by statute, administrative code and administered by the Secretary of the Department of Employment Relations. To this end, affirmative action and equal opportunity shall be recurring items of discussion with all agency heads and shall be exclusive topics of at least one cabinet meeting per year.



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 25th day of October in the year of Our Lord one thousand nine hundred eighty-three.

Anthony S. Earl
ANTHONY S. EARL

By the Governor:

Douglas L. Follette
DOUGLAS LA FOLLETTE
Secretary of State