



**OFFICE OF THE GOVERNOR**

**EXECUTIVE ORDER #1**

**Relating to Prohibiting Discrimination in State Employment, Public Services, and Contracting**

**WHEREAS**, Article I, Section 1 of the Wisconsin Constitution declares, "All people are born equally free and independent, and have certain inherent rights"; and

**WHEREAS**, the people of the State of Wisconsin are committed to liberty and justice for all; and

**WHEREAS**, treating each person with dignity and respect fosters sound government, society, and business; and

**WHEREAS**, clear non-discrimination policies are a matter of good governance and promote government accountability and economic efficiency; and

**WHEREAS**, it is the expressed policy of my administration that the executive branch should prevent discrimination and harassment against any class of citizens because of age, race, religion, color, disability, sex, physical condition, developmental disability, military or veteran status, sexual orientation, gender identity or expression, national origin, marital or familial status, genetic information, or political affiliation; and

**WHEREAS**, State of Wisconsin employers are encouraged to provide equal opportunity to all individuals free of discrimination and comply with the spirit, as well as the letter, of applicable state and federal law; and

**WHEREAS**, 83 percent of Fortune 500 companies have adopted policies that prohibit discrimination on the basis of sexual orientation and gender identity, and the State of Wisconsin's policies should be aligned with this common-sense best business practice;

**NOW, THEREFORE, I, TONY EVERS**, Governor of the State of Wisconsin, by the authority vested in me by the Constitution and the Laws of the State, hereby order the following:

1. Each State Agency shall develop and implement policies necessary to ensure that all persons employed or served by the agency are afforded equal opportunity, without discrimination, based upon any of the above classes; and
2. Each State Agency shall take steps necessary to prevent and stop discrimination, sexual harassment, or harassment based on membership of any of the above classes; and

3. The Department of Administration shall develop standard terms and conditions for State Agencies to include in all state contracts, subcontracts, and grants, including that the recipient may only hire on the basis of merit and that there may not be discrimination based on any of the above classes by the persons performing the contract, subcontract, or grant; and
4. The Department of Administration shall prepare a non-discrimination policy applicable to all agencies under the jurisdiction of the Governor, which includes specific language prohibiting discrimination, sexual harassment, and harassment based on membership in any of the above classes and an internal complaint procedure that remains continuously in effect. The policy shall specify that discrimination based on any of the above-named classes and sexual harassment or harassment based on membership in any of the above classes is a form of misconduct and anyone who is found to have violated the policy of non-discrimination and non-harassment will be subject to discipline, up to and including termination of employment. The policy statement must be distributed to all state employees; and
5. The Department of Administration shall continue to assist State Agencies in implementing and maintaining an Equal Employment Opportunity program. The program shall include non-discrimination and harassment awareness programs that emphasize harassment prevention and cultural diversity awareness;

**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 7th Day of January in the year of two thousand nineteen.



A handwritten signature in blue ink, appearing to read 'Tony Evers', is written over a horizontal line.

TONY EVERS  
Governor

By the Governor:

A handwritten signature in blue ink, appearing to read 'Douglas La Follette', is written over a horizontal line.

DOUGLAS LA FOLLETTE  
Secretary of State