STEVEN L. BESHEAR
GOVERNOR

EXECUTIVE ORDER

2008-473

Secretary of State
Frankfort
Kentucky

June 2, 2008

RELATING TO EQUAL EMPLOYMENT OPPORTUNITIES AND NON-DISCRIMINATION IN EMPLOYMENT IN KENTUCKY STATE GOVERNMENT

WHEREAS, the Government of the Commonwealth of Kentucky exists to serve equally all of the people of the Commonwealth; and

WHEREAS, equal employment opportunity for all persons should be an integral part of our state government employment system, affording fair treatment relating to any employment action, benefit or condition of employment; and

WHEREAS, the fair and equitable treatment of all employees of and applicants for employment with the government of the Commonwealth of Kentucky is essential to the effective operation of state government;

NOW, THEREFORE, I, Steven L. Beshear, Governor of the Commonwealth of Kentucky, by virtue of authority vested in me by Sections 81 and 69 of the Constitution of Kentucky, KRS 12.080 and the laws of Kentucky, do hereby order and direct the following:

1. This Executive Order applies to all applicants for positions within and employees of the program cabinets and the administrative bodies attached to the program cabinets or attached directly to the Governor's Office in the Executive Branch of the government of the Commonwealth of Kentucky as provided in KRS Chapter 12, et. seq.

2. It shall be the policy of the Commonwealth of Kentucky to provide equal employment opportunity to all people in all aspects of employer-employee relations without discrimination because of race, color, religion, sex, national origin, sexual orientation or gender identity, ancestry, age, disability or veteran status. Employer-employee relations shall include but not be limited to hiring, promotion, termination, tenure, recruitment and compensation.

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3. The affirmative action plan for Kentucky state government adopted by Executive Order 84-549 and Executive Order 96-612, which committed the state to secure for its employees equal employment opportunities and freedom from discrimination and harassment, shall be in full force and effect except as specifically modified herein. The provisions of Executive Order 2006-402 are hereby rescinded and declared to be null and void.

4. The Secretary of the Personnel Cabinet in conjunction with the Governor's Executive Cabinet shall take all steps necessary to implement this Order.

STEVEN L. BESHEAR, Governor
Commonwealth of Kentucky

TREY GRAYSON
Secretary of State