

**10A NCAC 01B .0305     CIVIL RIGHTS OF EMPLOYEES**

(a) Each local human service agency shall give equal opportunity for employment, without regard to race, religion, color, creed, national origin, sex, age or handicapping condition, to all persons otherwise qualified, except where specific age, sex or physical requirements constitute bona fide occupational qualifications necessary to proper and efficient administration. Prior approval must be obtained from the U.S. Department of Labor before establishing any age, sex or physical requirements.

(b) Discrimination against any person in recruitment, examination, appointment, training, promotion, retention, discipline, salary increases, or any other aspect of personnel administration because of race, religion, color, creed, national origin, sex, age, handicapping condition or because of political opinions or affiliations is hereby prohibited.

(c) Each local human service agency that receives federal financial assistance shall sign an assurance statement that their program does not violate Paragraph (a) of this Rule.

*History Note:     Authority G.S. 143B-139.1;*

*Eff. July 1, 1980;*

*Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. April 23, 2017.*