

25 NCAC 01L .0103 PROGRAM IMPLEMENTATION: STATE LEVEL

(a) The Office of State Human Resources shall develop and implement a State Equal Employment Opportunity Plan to promote equal employment opportunity to include, but not be limited to, a policy statement and the following elements:

- (1) recruitment,
- (2) disciplinary processes,
- (3) selection processes,
- (4) hiring,
- (5) promotion,
- (6) training,
- (7) compensation and benefits,
- (8) performance appraisal,
- (9) reduction-in-force,
- (10) harassment prevention,
- (11) evaluation mechanism,
- (12) reporting mechanism,
- (13) transfer or separation, and
- (14) grievance procedures.

(b) The Office of State Human Resources shall provide:

- (1) technical assistance, training, oversight, monitoring, evaluation, and support programs to each state agency and university.
- (2) develop systems to review, analyze and evaluate trends regarding all personnel policies affecting the elements in the State EEO Plan.

*History Note: Authority G.S. 126-4(10); 126-16; 126-19;
Eff. October 1, 1977;
Amended Eff. December 2, 1995; October 1, 1984;
Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016.*