New York State Department of Labor Affirmative Action Policy

It is the policy of the New York State Department of Labor (NYSDOL) to provide equal employment opportunities to all people regardless of race, color, sex, religion, age, national origin, disability, Vietnam Era Veteran status, marital status, sexual orientation or gender identity or expression. The NYSDOL will create employment and career opportunities for minorities, women, and individuals having disabilities, and Vietnam Era Veterans. We will do this by developing:

- Programs that will eliminate unfair employment practices, policies and outcomes.
- Educational and training programs for all employees, with a goal of upgrading minorities, women, individuals with disabilities and Vietnam Era Veterans.
- Personnel practices, policies and career ladders that will offer upward mobility for employees who are in the lower grade levels.
- A complaint process that will help to correct human rights discrimination that violates our policy, the Governor's executive orders, and other non-discrimination laws.

To make this policy work, the department has created a plan that meets all applicable Federal and State non-discrimination and affirmative action regulations (including, but not limited to):

- The Civil Rights Act of 1964, as amended
- The Rehabilitation Act of 1973
- The Vietnam Era Veteran’s Readjustment Act of 1974
- The New York State Human Rights Law
- Governor Cuomo’s Executive Order 6
- The Americans with Disabilities Act of 1990

The plan covers all job classifications and titles in the NYSDOL. It includes all employment policies and practices and actions including:

- Recruitment
- Employment
- Disciplinary actions
- Rate of pay
- Reallocation
- Promotion
- Demotion
- All employee benefits

We will make Reasonable Accommodations for people who have disabilities.

The department’s Director of the Division of Equal Opportunity Development (DEOD), assures that all of the department programs and employees comply with these policies. All the requirements are listed in the Non-Discrimination Plan (NDP). A copy of the NDP is available in the DEOD Office or on the NYSDOL’s internet.

DEOD has the necessary resources to run the Affirmative Action Program. All managers, supervisors and employees must comply with this policy and the department’s Non-Discrimination Plan.

It is the mission of DEOD, under the direction of the Commissioner of Labor, to develop and maintain an ongoing affirmative action program, promote equal opportunity and ensure the Department of Labor policies, practices and activities (internal and external), do not illegally discriminate.

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