

## **MISSOURI DEPARTMENT OF SOCIAL SERVICES EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

The Missouri Department of Social Services supports equal employment opportunity in the workplace. It is the policy of the Department of Social Services not to discriminate against any employee or applicant for employment on the basis of sex, race, color, national origin, ancestry, age, religion, disability, genetic information, pregnancy, sexual orientation, or veteran status.

This policy extends to recruitment, employment, promotion, demotion, transfer, lay-off, termination, compensation, training, benefits, and all other terms and conditions of employment. Reasonable accommodations will be provided for applicants and employees with disabilities. We are dedicated to both effective human resources management and equitable treatment of our employees.

The Department of Social Services is committed to a policy of equal employment opportunity that utilizes all qualified employees and applicants to their full potential. Employees are our most valuable resource and it is our policy that equal employment opportunity is afforded to all present and prospective employees. The Department will act assuredly to recruit, employ, and advance minorities, women, persons with disabilities, and veterans.

The Department of Social Services is dedicated to maintaining a workplace that is diverse, respectful and in compliance with all federal and state laws, regulations and guidelines in our employment practices and in the provision of services to clients. In accordance with the Governor's Executive Order 10-24 and applicable federal and state regulations, the department has prepared a Workforce Diversity Plan to provide information and to assist managers and employees in our pursuit toward maintaining a workplace that is diverse and respectful. The division directors have the authority, responsibility and accountability for providing equal employment opportunity within the department.

This policy shall be posted in a conspicuous place, accessible to all employees and applicants for employment, in all offices of the Department of Social Services.