

DIVISION OF PARKS AND RECREATION

March 26, 1985

**STAFF DIRECTIVE 85-4**

TO: Division Employees

FROM: William W. Davis, Director

SUBJECT: Affirmative Action Policy; Plan Availability

It is the official policy of the State of North Carolina to provide all current employees and applicants for state employment with equal employment opportunities, without discrimination on the basis of race, color, religion, national origin, sex, age or physical handicap.

The Department of Natural Resources and Community Development is firmly committed to accepting responsibility for implementing an aggressive plan of affirmative action which will eliminate any vestiges of job discrimination and sexual harassment.

This Division will continue to strive to develop management practices which are in accord with Departmental Affirmative Action goals. Barriers to affirmative action and equal opportunity will continue to be identified and dealt with in an expeditious manner. Toward this end, I have appointed our personnel assistant, Judy Warren, as the Division contact for additional information on the Affirmative Action Plan. She will be responsible for structuring briefing seminars for supervisors and insuring the inclusion of affirmative action goals as part of the Work Planning Performance Review process for supervisors and managers.

Divisional employees interested in reviewing copies of grievance procedures, the Affirmative Action Plan, and the Sexual Harassment Prevention Plan may do so by contacting Ms. Warren.

As Director, I am prepared to make the effort required to attain the goals of equal opportunity and affirmative action within the Division of Parks and Recreation. This program has my full support and backing; I hope you will support it with equal vigor.

WWD/jw