

**CATEGORY –**  
**Executive Generally**

Executive Order 012

## Fair Recruitment System

### Section 1. Purpose

This Executive Order affirms the federal government in its efforts to provide equal opportunity and supports the newer generation of the nUSA community in their search for purpose. This order establishes uniform standards to ensure federal agencies uphold principles of fairness in hiring and in their groups itself.

### Section 2. Employment Structure

(a) The Executive Branch recognizes the need to support the new generation in their search for purpose within the community. All departments and agencies should embrace these principles and foundation of the community and shall offer an employment system that is free from bias and open to all qualified individuals, regardless of experience. Therefore, agencies and departments shall implement the following to support and protect the new generation:

- a. Employment opportunities for low-ranking positions, or a position without the ability to terminate employment, shall not consider previous experience in its requirements for the job.
  - i. Opportunities for High-Ranking positions, or a position with the ability to terminate employment, may consider experience as a factor in hiring.
- b. Departments and agencies shall foster environments that promote equal treatment and respect for everyone involved.

### **Section 3. Implementation**

- (a) To retain and protect the new generation of players and the diverse nUSA community, departments and agencies shall be encouraged to establish the following:
- a. Agencies shall ensure transparency in employment decisions by maintaining clear criteria for their employment system, providing applicants and employees with access to feedback and fair recourse.
    - i. No person may be discriminated against and shall not be stripped of an opportunity due to their race, color, religion, sex, sexual orientation, gender identity, national origin, age, or disability.

### **Section 4. Enforcement**

- (a) The Department of Commerce and Labor shall be responsible for the enforcement of this executive order, and shall collaborate with the executive branch to achieve the following:
- a. The Department of Commerce and Labor shall receive all agency/department employment systems and procedures to ensure compliance with this executive order.
  - b. To establish a fair recourse system, the department will establish an appeal system for individuals who feel they have been unfairly denied employment.
  - c. The Department of Commerce and Labor shall collaborate and aid agencies, to offer resources, guidance, or access to employment systems to support effective and sustained implementation of this order.



*President Rathuzen*

THE WHITE HOUSE,

*March 25, 2025*