

EXECUTIVE ORDER NO. 15-02

Employment practices for veterans and disabled individuals

WHEREAS, the State of Kansas is committed to employment practices which prevent discrimination based on race, color, gender, religion, national origin, ancestry, disability or age; and

WHEREAS, State of Kansas employers are expected to provide opportunity to all individuals without discrimination, and will comply with applicable state and federal law; and

WHEREAS, the State of Kansas is dedicated to the principle that veterans and individuals with physical, cognitive and mental disabilities bring valuable skills and perspectives to the Kansas employment system; and

WHEREAS, it is an additional principle that the State of Kansas employ individuals that are vital to creating a healthy and robust system of efficient business practices and ensuring that all citizens of Kansas receive the support and services they need and to which they are entitled; and

WHEREAS, the State of Kansas recognizes the dedication and sacrifice members of the armed services and veterans make to protect and provide for American and Kansas values; and

WHEREAS, hiring and retaining diverse, highly qualified employees, including veterans and individuals with physical, cognitive and mental disabilities, requires leadership support and attention. Given that State employees make significant contributions to the State's success, it makes good business sense to treat employees, especially veterans and individuals with physical, cognitive and mental disabilities with dignity and respect.

NOW, THEREFORE, pursuant to the authority vested in me as Governor of the State of Kansas, I hereby declare that all state entities under my jurisdiction shall make certain that each agency have employment management practices which include outreach recruitment and hiring, support, mentoring, development, rewards, and recognition for achievement. Recognizing the skills and perspective of veterans and individuals with physical, cognitive and mental disabilities, the employment management practices should include a system which incorporates and acknowledges a preference in hiring, retention and promotion for

veterans and individuals with physical, cognitive and mental disabilities in accordance with any guidelines issued by the Secretary of Administration.

This document shall be filed with the Secretary of State as Executive Order No. 15-02 and shall become effective immediately subject to guidelines issued by the Secretary of Administration.

THE GOVERNOR'S OFFICE

BY THE GOVERNOR:

Sam E. Sunback

DATED:

Feb 10, 2015

Kris W. Kobach
SECRETARY OF STATE

[Signature]
ASSISTANT SECRETARY OF STATE

FILED
FEB 10 2015
KRIS W. KOBACH
SECRETARY OF STATE