



State
Police

ANDREW M. CUOMO
Governor

GEORGE P. BEACH II
Superintendent

Reaffirmed and Reissued
December 2018

EEO
STATEMENT OF POLICY

It is the policy of the Division of State Police to provide equal employment opportunity to all people without regard to any protected area under Federal or New York State law to include but not limited to race, color, sex, religion, age, national origin, disability, sexual orientation or veteran status. As Superintendent of the Division of State Police, I am personally committed to ensuring that the Division of State Police will act affirmatively to develop avenues of entry and mobility for minorities, women, individuals having disabilities and veterans through the following activities:

- (a) Evaluation of all employment practices, policies and consequences to ensure just and equitable treatment of all;
- (b) Development of educational and training programs for all employees;
- (c) Development of personnel practices, policies and career ladders to assist and encourage upward mobility of all employees; and
- (d) The swift and judicious resolution of human rights discrimination issues consistent with our policy, the Governor's Executive Orders and other applicable legal statutes.

To effectuate this policy, we have designed a plan that conforms with relevant 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 Americans With Disabilities Act of 1990; the New York State Human Rights Law and the Governor's Executive Order 6. It applies equally to all job classifications and titles in the Division of State Police and all types of appointments under Division jurisdiction. It governs the employment policies, practices and actions of the Division including, but not necessarily limited to: recruitment, employment, disciplinary actions, rate of pay or other compensation, advancement, reclassification, reallocation, promotion, demotion and all employee benefits, except as otherwise provided by law. Reasonable accommodations will be made for qualified individuals having disabilities.

Our Office of Human Resources has direct responsibility for the development and implementation of programs designed to improve services the Division provides to its employees. These include our Equal Employment Opportunity Program, employee benefits programs, recruitment selection and hiring efforts, and career enhancement programs for all employees. Staff assigned to the Office of Human Resources will continue to be responsible for ensuring that programs and policies as outlined in the Equal Employment Opportunity Plan are part of the day-to-day operations of the New York State Police. I will ensure that Human Resources is provided with the support necessary for the execution of its program responsibilities. Moreover, I will hold all managers, supervisors and employees responsible for the implementation of this Statement of Policy in day-to-day operations and employment decisions.

The mission of the Division of State Police is to serve, protect and defend the people while preserving the rights and dignity of all. Affirmative Action considerations are an integral part of all Division activities performed in the furtherance of our mission and in meeting our responsibilities to the State's citizens.

George P. Beach II
Superintendent