



KDADS fully supports diversity, Equal Employment Opportunity (EEO), and Affirmative Action (AA) principles, practices, and programs. KDADS supports EEO through the administration of a personnel system that promotes the right of all persons to work and to advance on the basis of merit and ability without regard to race, religion, religious beliefs, color, sex, sexual orientation, gender identity, national origin or ancestry, age, disability, military or veteran status, political affiliation, or genetic information. KDADS supports Affirmative Action through a deliberate and sustained effort to identify and eliminate barriers to the employment and advancement of females and minorities. KDADS does not tolerate discrimination or harassment in any form towards anyone. Any person who has been determined, based upon the results of an investigation, to have discriminated against or harassed anyone, directly or indirectly, will be subject to disciplinary action. KDADS desires a diverse workforce that is representative of the State's available workforce. KDADS encourages all employees to learn about, understand, and support diversity.

*Reference: Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq. (1964); Genetic Information Nondiscrimination Act, Pub.L 110-233 (2008); Kansas Act Against Discrimination, K.S.A. 44-1001 et seq; Americans with Disabilities Act of 1990, Pub. L. No. 101-336, 104 Stat. 327, 24 U.S.C. § 12101 et seq. (1990); Age Discrimination in Employment Act of 1967 (Pub. L. 90-202), 29 U.S.C. § 621 et seq; K.A.R. 1-3-5 thru 1-3-6; Kansas Civil Service Act, in part, K.S.A. 75-2949f.*