

POLICY OF STATE OF DELAWARE DEPARTMENT OF CORRECTION	POLICY NUMBER 9.2	PAGE NUMBER 1 of 1
	RELATED ACA STANDARDS 2-CO-1C-09, 2-CO-1C-12; 4-4053	
CHAPTER: 9 HUMAN RESOURCES AND EMPLOYEE MANAGEMENT RELATIONS	SUBJECT: AFFIRMATIVE ACTION PROGRAM	
APPROVED BY THE COMMISSIONER AND EFFECTIVE THIS DATE:		
 7/21/2016		
APPROVED FOR PUBLIC RELEASE		

I. AUTHORITY: 11 *Del. C.* §6506, §6517; 29 *Del. C.* §8903, §8914; other applicable State and Federal statutes.

II. PURPOSE: To establish an affirmative action program.

III. APPLICABILITY: All Department employees and persons and organizations conducting business with the Department.

IV. DEFINITIONS:

Affirmative Action: A program for correcting the effects of discrimination in the employment of minorities and women.

V. POLICY: It is the policy of the Department of Correction to establish and maintain an affirmative action program that complies with applicable State and Federal statutes.

The Department's Human Resources Director shall be responsible for developing procedures to implement this policy. These procedures must provide for an annual program review and update.