

VDSS HR Guidance Documents – Recommended Changes

Guidance Document Title: *Equal Employment Opportunity & Accessibility*



Section	Current Wording in Guidance Document	Recommended Changes (highlighted/underlined)	Notes
<p>Policy Statement (pg. 3)</p>	<p>The Virginia State Board of Social Services establishes policies that promote fair hearing practices, fostering workplace environments that recognize human dignity and mutual respect among employees, while also ensuring equal employment opportunity and compliance with all applicable federal, state, and local nondiscrimination laws. The following sections cover Equal Employment Opportunity (EEO), accommodating individuals with disabilities, and Affirmative Action.</p> <p>The EEO policy does not require, and in fact, prohibits, the hiring, promoting, or in any way advancing of anyone based on these factors, the use of quotas for any group, or any effort to favor one group over another.</p>	<p>The Virginia State Board of Social Services establishes policies that promote fair hearing practices, fostering workplace environments that recognize human dignity and mutual respect among employees, while also ensuring equal employment opportunity and compliance with all applicable federal, state, and local nondiscrimination laws. The following sections cover Equal Employment Opportunity (EEO), accommodating individuals with disabilities, and Affirmative Action.</p> <p>The EEO policy does not require, and in fact, prohibits, the hiring, promoting, or in any way advancing of anyone based on these factors, the use of quotas for any group, or any effort to favor one group over another.</p>	<p>Text removed was flagged in conversations with executive leadership as potentially problematic.</p> <p>It should be noted that the lines in question were originally removed by VDSS-HR, but were added back in at the request of the previous Commissioner. As such, VDSS-HR does not have any concerns with removing this paragraph as originally planned.</p>