



ANDY BESHEAR
GOVERNOR

EXECUTIVE ORDER

Secretary of State
Frankfort
Kentucky

2020-554
June 29, 2020

RELATING TO EQUAL EMPLOYMENT OPPORTUNITIES AND NON-DISCRIMINATION IN EMPLOYMENT, SERVICES, AND CONTRACTING IN KENTUCKY STATE GOVERNMENT

WHEREAS, the Government of the Commonwealth of Kentucky exists to serve equally all of the people of the Commonwealth; and

WHEREAS, equal employment opportunity for all persons should be an integral part of our state government employment system, affording fair treatment relating to any employment action, benefit or condition of employment; and

WHEREAS, the fair and equitable treatment of all employees of and applicants for employment with the government of the Commonwealth of Kentucky is essential to the effective operation of state government; and

WHEREAS, the Commonwealth of Kentucky should provide equal opportunity to all individuals in the provision of services;

NOW, THEREFORE, I, Andy Beshear, Governor of the Commonwealth of Kentucky, by virtue of authority vested in me by Sections 69 and 81 of the Constitution of Kentucky, KRS 12.080 and the laws of Kentucky, do hereby order and direct the following:

1. It shall be the policy of the Commonwealth of Kentucky to prohibit discrimination in employer-employee relations or in the provision of public services because of race, color, religion, sex, national origin, sexual orientation, gender identity or expression, ancestry, age, pregnancy or related medical condition, marital or familial status, disability or veteran status. Employer-employee relations shall include but not be limited to hiring, promotion, termination, tenure, recruitment and compensation.

2. In accordance with state and federal law, the Secretary of the Finance and Administration Cabinet shall develop and implement policies necessary to ensure that contracts entered into by the Commonwealth of Kentucky include provisions requiring that the provision of public services will not discriminate based on the classes set forth above.

3. In accordance with state and federal law, the Secretary of the Personnel Cabinet, in conjunction with the Governor's Executive Cabinet, shall take all steps necessary to implement this Order.

4. The affirmative action plan for Kentucky state government adopted by Executive Order 2013-841, which committed the state to secure for its employees equal employment opportunities and freedom from discrimination and harassment, and Executive Order 2008-413, which set forth the state policy on equal opportunity employment, shall be in full force and effect except as specifically modified herein.



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A handwritten signature in blue ink, appearing to read "Andy Beshear", written over a horizontal line.

ANDY BESHEAR, Governor
Commonwealth of Kentucky

MICHAEL G. ADAMS
Secretary of State