

**KANSAS DEPARTMENT OF CORRECTIONS  
EQUAL EMPLOYMENT OPPORTUNITY POLICY**

July 22, 2024

It is Agency policy that all personnel actions related to the Kansas classified service within Kansas Department of Corrections (KDOC) are based on merit and fitness to perform the work required and that all individuals have equal opportunity for employment, and freedom from discrimination and harassment.

**MERIT** – KDOC shall comply with the Kansas Civil Service Act. Kansas Statute Annotated 75-2925 provides for all personnel administration actions regarding employees in the state classified service be made without regard to race, color, religion, nation origin or ancestry, gender, age, disability, political affiliation, military status, sexual orientation, or gender identity, or other non-merit factors. Personnel administration actions shall be based on merit principles and fitness to perform the work required and shall provide fair and equal opportunity for public service.

**EQUAL EMPLOYMENT OPPORTUNITY** – KDOC is committed to a diverse workforce that reflects the demographics of our state and is committed to adhering to the non-discrimination laws that include: Title VI and VII of the Civil Rights Act of 1964, the Omnibus Crime Control and Safe Streets Act (SSA) of 1968, the Victims of Crime Act (VOCA) of 1984, the Juvenile Justice and Delinquency Prevention Act (JJDP) of 2002, The Violence Against Women Act (VAWA) of 1994, the Pregnancy Discrimination Act, the Equal Pay Act, the Age Discrimination Act of 1975, the Civil Rights Act of 1991, the Americans with Disabilities Act (ADA) of 1990, and ADA Amendments Act (ADAAA) of 2008, Title IX of the Education Amendments Act of 1972, the Pregnant Workers Fairness Act, and the Genetic Information Non-discrimination Act (GINA). Because consideration of previous convictions can result in disparate impact, the KDOC will not utilize those criteria whenever past convictions are not of bona fide occupational qualification.

**PROHIBITION OF SEXUAL HARASSMENT** – KDOC does not tolerate sexual harassment. Sexual harassment is any unwanted, deliberate, or repeated sexual behavior (including comments, gestures, or touching) when submission to such conduct is made either explicitly or implicitly a term or condition of employment; submission or rejection of such conduct is used as the basis for employment decisions; or when an action interferes with an individual's work performance by creating an intimidating, hostile, or offensive environment.

**RESPONSIBILITIES AND REMEDIES** – All managers and supervisors shall make a continued effort to identify and eliminate any discrimination, including sexual harassment, in KDOC's programs and activities. Agency personnel are responsible for behaving in a manner consistent with the laws, rules, regulations, and agency policy governing EEO, ADA, and sexual harassment and to report discrimination. Any current or prospective employee who has a complaint concerning an employment practice is encouraged to contact the Manager of EEO/AA listed below.

**COMPLAINTS OF DISCRIMINATION** – KDOC has implemented policies and procedures to achieve compliance with all appropriate employment discrimination laws. Complaints are processed in accordance with Internal Management Policies and Procedures (IMPP). **IMPP 02-101D** defines discrimination and outlines the procedure for filing a complaint. **IMPP 02-124D** defines sexual harassment and outlines the procedure for filing a complaint. **IMPP 02-129D** outlines the Agency ADA procedure for reasonable accommodation and the statewide ADA complaint process. **IMPP 01-128D** – Outlines the procedure for a sub-recipient to file a complaint.

Complaints of discrimination or questions pertaining to agency non-discrimination policy or procedure may be directed to Marcelle Chmidling, Manager of EEO/AA at Marcelle.Chmidling@ks.gov or by calling toll free 844-522-1956.



Jeff Zmuda, Secretary of Corrections