



# State of Iowa

## Executive Department

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF IOWA

EXECUTIVE ORDER NUMBER 44

- WHEREAS,** Executive Order Number 46 was enacted on December 21, 1982 to enhance the affirmative action efforts of the State of Iowa government by coordinating resources, assigning responsibilities, and requiring progress reviews;
- WHEREAS,** Executive Order Number 46 created an Affirmative Action Task Force to be appointed annually by the Governor to review the progress made in complying with the Executive Order;
- WHEREAS,** Iowa Code Section 19A.1(2), effective July 1, 1986, designated that the Iowa Department of Personnel be the central Executive Branch agency responsible for State personnel management, including equal employment opportunity and affirmative action programs;
- WHEREAS,** Iowa Code Section 19A.1(3), designated that the Affirmative Action Task Force, created pursuant to Executive Order Number 46, or its successor, is an entity within the Iowa Department of Personnel;
- WHEREAS,** Iowa Code Section 19B.3(1), effective July 1, 1986, designated that the Iowa Department of Personnel be responsible for the administration and promotion of equal employment opportunity and affirmative action efforts in all State agencies;
- WHEREAS,** Iowa Code Section 19B.5 further required that the Iowa Department of Personnel submit an annual report on the condition of affirmative action programs under its jurisdiction; and
- WHEREAS,** Coordination of equal employment opportunity and affirmative action monitoring and reporting requirements would enhance the State's efforts and address inconsistencies that now exist between Executive Order Number 46 and Iowa Code Chapters 19A and 19B;

Now, Therefore, I, Terry E. Branstad, Governor of the State of Iowa, by the power and authority vested in me by the Constitution and the Laws of Iowa, do hereby reaffirm my commitment to maintaining a work force that provides equal employment opportunity to all applicants and employees without regard to race, creed, color, religion, national origin, sex, age, marital status, or physical or mental disability.

To that end, I hereby rescind Executive Order Number 46, and recommit the efforts of the Executive Branch and all Department Directors, members of Governing Boards and Commissions, and other public officers and employees of the State of Iowa, as follows:

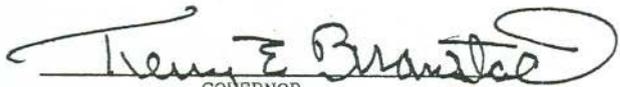
- I. The Iowa Department of Personnel, through the State Affirmative Action Administrator, shall coordinate the affirmative action reporting of all State agencies within the Executive Branch. This shall be accomplished in concert with and through the Iowa Department of Management, and shall be in accordance with Iowa Code Section 19B.3(1).

In addition to the Chair, the Affirmative Action Task Force shall consist of persons appointed by the Governor. Appointments shall be for a term of one year commencing on July 1, 1992.

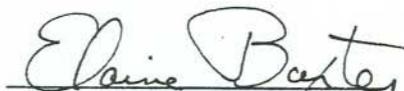
- II. The State Affirmative Action Administrator shall chair the Affirmative Action Task Force. The Affirmative Action Task Force shall provide recommendations on programs to the State Affirmative Action Administrator based on their expertise and program knowledge, and shall assist the State Affirmative Action Administrator in reviewing the annual affirmative action report.
- III. All management and supervisory employees of the Executive Branch and employees working in a capacity related to human resource management, as a condition of such employment, shall attend affirmative action, discriminatory harassment prevention, and cultural diversity training, and other related training provided through the Iowa Department of Personnel.
- IV. Departments not included under this Executive Order are encouraged to adopt affirmative action efforts in accordance with affirmative action planning standards outlined in Iowa Code Section 19B.3 and administrative rules, as promulgated by the Iowa Department of Personnel.



IN TESTIMONY WHEREOF, I have hereunto subscribed my name and caused the Great Seal of Iowa to be affixed. Done at Des Moines this 30th day of April in the year of our Lord, one-thousand nine hundred and ninety-two.

  
GOVERNOR

Attest:

  
Secretary of State