

*Office of the Governor
State of North Carolina*

*Roy Cooper
Governor*



*20301 Mail Service Center
Raleigh, N.C. 27699-0301*

January 17, 2018

Dear Agency Head:

I am proud of the work state employees do each day on behalf of the people of North Carolina, and they deserve a work environment that is safe, supportive and encouraging of their talents. Unlawful workplace harassment and discrimination cannot be tolerated and state employees who experience harassment and discrimination must know they will be listened to and taken seriously.

North Carolina State Government is the state's largest employer, with employees located in each of our 100 counties. State employees embody the rich diversity of our state, representing different backgrounds, ages and abilities. Whether working in health care, transportation, public safety, education, economic development, science or other areas, we expect state employees to demonstrate professionalism and integrity, and they should be treated by coworkers and supervisors with equal respect.

As Governor, I am committed to making sure state government and our universities truly reflect the people they serve, as well as promoting equal employment opportunities for all qualified applicants and employees and ensuring a work environment that is free from discrimination, harassment and retaliation.

As you begin to develop your annual Equal Employment Opportunity (EEO) Plan, I encourage you to create a strategic document that will promote fairness and equity throughout your agency. I also encourage you to proactively establish strategies your agency can use to prevent and correct workplace harassment and retaliation. Use this document to reaffirm and communicate your agency's commitment to these principles and to encourage robust implementation by managers and supervisors.

The national conversation surrounding sexual harassment is a reminder that we must strive to create and maintain a workplace free of harassment and retaliation for all state employees. As leaders of our state, we must set the example by making diversity and a respectful work environment free from unlawful discrimination, harassment and retaliation a top priority.

I appreciate your attention to these important issues and your efforts to support state employees.

Very truly yours,

A handwritten signature in black ink, appearing to read "Roy Cooper".

Roy Cooper

cc: HR Directors
EEO Officers