

**25 NCAC 01H.0802      RELATIONSHIP TO OTHER EMPLOYMENT PRIORITY CONSIDERATIONS**

(a) Eligible exempt employees with priority consideration and employees with reduction-in-force priority status are not considered outside applicants for the purpose of promotional priority.

(b) Providing equal employment opportunity requires that hiring authorities act affirmatively in minimizing or eliminating underrepresentations of women, minorities and persons with disabilities throughout all levels of the State's workforce. Therefore, when promotional opportunities exist in occupational categories where there is an established underrepresentation of minorities, women, and persons with disabilities, and the selection decision will be made from among applicants in the existing State workforce, hiring authorities shall consider and support these equal employment opportunity needs. Affirmative recruitment efforts shall be taken, both internally and externally, to optimize the presence of the most qualified persons from the underrepresented categories in the applicant pool.

*History Note:      Authority G.S. 126-4; 126-7.1; 126-16;  
Temporary Adoption Eff. October 1, 1987, for a Period of 180 Days to Expire on March 28, 1988;  
Eff. March 1, 1988;  
Amended Eff. June 1, 1992;  
Recodified from 25 NCAC 01H.0626 Eff. December 29, 2003;  
Amended Eff. February 1, 2007.*