

STATE OF KANSAS

SENATE CHAMBER

MADAM PRESIDENT:

I move to amend **HB 2391**, as amended by House Committee of the Whole, on page 6, following line 23, by inserting:

"New Sec. 2. (a) It is hereby declared to be the policy of the state of Kansas to eliminate and prevent discrimination in all state employment relations, and to assure equal opportunities and encouragement to every state employee regardless of race, color, gender, sexual orientation, gender identity, religion, national origin, ancestry, age, military or veteran status, disability status or status as an employee in the classified or the unclassified service, in securing and holding, without discrimination, state employment in any field of work or labor for which a person is properly qualified. To protect these rights, it is hereby declared to be the purpose of this section to establish and provide a workplace diversity management program.

(b) Each state agency shall participate in and comply with any requirements of the workplace diversity management program established by the secretary of administration pursuant to this section.

(c) On or before January 1, 2016, the secretary of administration shall establish a workplace diversity management program applicable to all state employees, whether in the classified or unclassified service, in accordance with this section. Such program shall include, but is not limited to, the following:

(1) Training on prohibiting discrimination and harassment of state employees on the basis of race, color, gender, sexual orientation, gender identity, religion, national origin, ancestry, age, military or veteran status or disability status;

(2) creating a prompt and confidential procedure for a state employee in the classified or

unclassified service to file a complaint when such employee is the victim of such discrimination or harassment;

(3) encouraging workplace diversity, including outreach recruitment and hiring, support, mentoring, development, rewards and recognitions of achievement, and the monitoring of such activities; and

(4) providing notice to persons with disabilities of the legal protections afforded to allow qualified applicants to apply for state employment and to allow state employees with disabilities to perform the essential functions of jobs and enjoy the privileges and benefits of employment.

(d) On or before January 1, 2016, the secretary of administration shall adopt rules and regulations necessary to implement and enforce the provisions of this section.

(e) Nothing in this section shall be construed to limit any action taken by a state employee or any remedies available to such state employee, whether such employee is in the classified or unclassified service, or any action taken by the human rights commission under the Kansas act against discrimination, K.S.A. 44-1001 et seq., and amendments thereto.

(f) As used in this section:

(1) "State agency" means any state office or officer, department, board, commission, institution, bureau or any agency, division or unit within any office, department, board, commission or other state authority.

(2) "State employee" means any individual employed by a state agency in a classified or unclassified position.";

And by redesignating sections accordingly;

On page 1, in the title, in line 3, before "amending" by inserting "discrimination in state employment relations in the classified and unclassified service;"

Senator _____