

Affirmative Action Plan 2007-2009 Biennium

State of Oregon

Department of Human Services



Dr. Bruce Goldberg, Director
Clyde Saiki, Deputy Director
January 2007

Prepared by:
Office of Human Resources
Joseph Hesting, Affirmative Action Officer
Department of Human Services
500 Summer Street NE
Salem, OR 97310-1012
(503)945-6610 (503) 945-6214 TTY
<http://www.dhs.state.or.us/>

If you have a disability and need this report in another format, please call (503) 945-6610 or (503) 945-6214 TTY.

**Department of Human Services
2007-2009 Affirmative Action Plan**

Table of Contents

I. Description of the Agency	
A. An Overview of DHS	3
II. Affirmative Action Plan	
A. Agency Affirmative Action Policy	16
B. Status of Contracts to Minority Businesses (ORS 659A.015) ...	16
C. Training, Education and Development Plan and Schedule	17
1. Staff	17
2. Volunteers	19
3. Providers	20
4. Vendors	20
D. Status of Cultural Competency Assessment/Implementation ...	21
III. Roles for Implementation of Plan	
A. Responsibilities and Accountabilities.....	24
1. Director	24
2. Manager and Supervisors.....	25
3. Affirmative Action Officer	26
IV. 2005 – 2007	
A. Accomplishments	28
B. Progress made or lost since previous biennium	30
V. 2007 – 2009	
A. Goals	43
B. Strategies and time lines for Implementation.....	44
VI. Appendix A	
A. Agency’s Policy documentation.....	50

VII. Appendix B

A. Age Discrimination in Employment Act of 1967 (ADEA)..... 51

B. Disability Discrimination Title I of the Americans with Disability Act of 1990 53

C. Equal Pay and Compensation Discrimination Equal Pay Act of 1963, and Title VII of the Civil Rights Act of 1964 55

D. National Origin Discrimination Title VII of the Civil Rights Act of 1964 59

E. Pregnancy Discrimination Title VII of the Civil Rights Act of 1964 60

F. Race/Color Discrimination Title VII of the Civil Rights Act of 1964 63

G. Religious Discrimination Title VII of the Civil Rights Act of 1964 65

H. Retaliation Title VII of the Civil Agency Affirmative Action Policy 67

I. Sex-Based Discrimination Title VII of the Civil Rights Act of 1964 70

J. Sexual Harassment Title VII of the Civil Rights Act of 1964 ... 72

VIII. Appendix C

A. DHS Diversity Strategy Plan 74

B. DHS Standards and Guidelines for Cultural Competency and Gender Specific Services 83

C. EEO Job Groups Definitions 88

D. EEO Job Groups with DHS Classification Groups 90

E. DHS Organization Charts 96

IX. Appendix D

A. Public Health Training Plan 103