

CIVIL SERVICE

CIVIL SERVICE COMMISSION

Equal Opportunity and Affirmative Action

Notice of Readoption: N.J.A.C. 4A:7

Authority: N.J.S.A. 10:5-1 et seq., 11A:2-6(d), and 11A:7-1 et seq.; P.L. 2006, c. 100 (N.J.S.A. 10:2-1 et al.), P.L. 2006, c. 103 (N.J.S.A. 37:1-28 et al.), P.L. 2008, c. 29 (N.J.S.A. 11A:2-1 et al.), and P.L. 2013, c. 220 (N.J.S.A. 10:5-3.1 et al.); and 42 U.S.C. § 2000e et seq.

Authorized by: Civil Service Commission, Deirdré L. Webster Cobb, Chairperson.

Effective Date: (date)

New Expiration Date:

Take notice that pursuant to Executive Order No. 66 (1978) and *N.J.S.A.* 52:14B-5.1 and N.J.A.C. 1:30-6.4, the rules at *N.J.A.C.* 4A:7 were to expire on November 5, 2022. N.J.A.C. 4A:7 addresses equal employment opportunity and affirmative action. The Civil Service Commission has reviewed N.J.A.C. 4A:7 and has determined that the chapter remains necessary, proper, reasonable, efficient, understandable, and responsive to the purposes for which it was originally promulgated, as amended and supplemented over time, and should be readopted without amendment.

Subchapter 1 establishes the rules pertaining to Equal Employment Opportunity including general provisions (N.J.A.C. 4A:7-1.1) and a prohibition on

discriminatory inquiries (N.J.A.C. 4A:7-1.2). Subchapter 2 establishes the rules pertaining to the Division of Equal Employment Opportunity and Affirmative Action and includes the responsibilities of the division (N.J.A.C. 4A:7-2.1), the establishment of the Equal Employment Opportunity Advisory Commission (N.J.A.C. 4A:7-2.2), and the responsibilities of appointing authorities regarding equal employment opportunities and affirmative action (N.J.A.C. 4A:7-2.3). Subchapter 3 establishes the rules pertaining to the Policy Prohibiting Discrimination in the Workplace including the statement of the State Policy Prohibiting Discrimination in the Workplace (N.J.A.C. 4A:7-3.1), and the model complaint procedures for internal complaints alleging discrimination in the workplace.

Therefore, pursuant to *N.J.S.A. 52:14B-5.1.c(1)* and *N.J.A.C. 1:30-6.4(h)*, *N.J.A.C. 4A:7* is readopted and shall continue in effect for a seven-year period.