



STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

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DLIR Directive No. DLIR 2011-04

TO: Division Administrators, Office Heads, District Office Managers, and
Heads of Administratively Attached Agencies

SUBJECT: EQUAL OPPORTUNITY EMPLOYMENT,
DISCRIMINATION, HARASSMENT, and RETALIATION POLICIES

It is the policy of the Department of Labor and Industrial Relations (DLIR) to assure equal opportunity for all department employees and applicants for employment without discrimination on the basis of race, color, religion, citizenship, ancestry (national origin), sex, (including pregnancy, gender identity or gender expression, veteran status, sexual orientation, age, marital status, civil union status, assignment of income for child support obligations, disability, genetic information, arrest/court record, domestic or sexual violence victim status, breastfeeding, credit history/credit report, National Guard participation or any other classification protected under state or federal law. This policy applies to all aspects of employment including, but not limited to, recruitment, hiring, placement, training, promotion, compensation, benefits, transfers, layoffs, recalls, leaves of absence, discipline and termination.

The DLIR is committed to employment/training decisions being based so as to further the principle of equal opportunity and ensuring that selections for employment/training and promotion decisions are in accordance with the principles of equal opportunity for employees and applicants for employment.

Managers and supervisors of the DLIR shall ensure that these policies are carried out in accordance with applicable federal and state laws, state administrative policies, civil service rules, and collective bargaining agreements. This policy statement replaces DLIR Directives 2010-04 and 2010-05 and shall be displayed prominently on bulletin boards.

DWIGHT TAKAMINE