



## EXECUTIVE ORDER 2013-10

### ESTABLISHING A PROGRAM FOR THE HIRING OF PEOPLE WITH DISABILITIES INTO THE STATE WORKFORCE

**WHEREAS**, the State of Nevada has committed to long-term plan of economic development that aims to grow a vibrant statewide economy based on the pillars of opportunity, innovation, hard work and collaboration; and

**WHEREAS**, development of a skilled and qualified workforce is one of the strategies that Nevada has adopted to realize this aim; and

**WHEREAS**, to be successful in this endeavor, it is critical to include all Nevadans in workforce development activities and provide opportunities to participate in the State's economic growth; and

**WHEREAS**, approximately one in five residents of the United States, and of Nevada, has a disability; and

**WHEREAS**, individuals with disabilities participate in the workforce at a lower rate and experience a higher rate of poverty than their non-disabled neighbors; and

**WHEREAS**, the State must incorporate the skills, abilities and work ethic of all its residents, including individuals with disabilities, into the State's workforce and economic development activities; and

**WHEREAS**, the State has a responsibility to lead in promoting diversity among its own workforce by recruiting, hiring, retaining and promoting qualified workers with disabilities; and

**WHEREAS**, Article 5 Section 1 of the Nevada constitution provides that "The Supreme Executive power

**NOW, THEREFORE**, by the power vested in me as Governor by the Constitution and the laws of the State of Nevada, I hereby direct and order that all state agencies make a concerted effort to include persons with disabilities into the preliminary and final group of candidates considered for each appropriate opening within the agency; and that the hiring of persons with disabilities become a priority for no less than five percent of the openings within the agency. To achieve this goal, I further direct and order:

1. The Division of Human Resource Management of the Department of Administration to consult with appropriate sister agencies to oversee the successful implementation of this Executive Order. Specifically, the Division shall:
  - a. establish a system to collect, store, and report voluntary information from State employees and applicants for State employment who have disabilities;
  - b. enhance the State's strategies to effectively target the recruitment, hiring, retention, promotion and reasonable accommodation of individuals with disabilities;
  - c. develop policies regarding the mandatory use of the "temporary limited appointment of persons with disabilities" authorized by NRS 284.327, commonly referred to as "the 700 hour program" ;

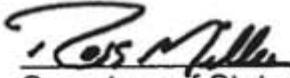
- d. develop standards, guidance and policies as well as statewide training for supervisors, managers and employees regarding equal employment opportunity, etiquette, inclusion, and reasonable accommodation of individuals with disabilities in the workplace, whether customers or employees;
2. The Division of Rehabilitation of the Department of Employment, Training and Rehabilitation to consult with the State Purchasing Division of the Department of Administration to develop a campaign to promote and market the "Program to Encourage and Facilitate Purchases by Agencies of Commodities and Services From Organizations for Training and Employment of Persons with Mental or Physical Disabilities" authorized by NRS 334.025, commonly referred to as the "Preferred Purchase Program".
3. All State Departments, agencies, boards and commissions to utilize the Preferred Purchase Program, insofar as practicable, for the purchase of all goods and services offered to State agencies through that program.
4. The Division of Enterprise Information Technology Services of the Department of Administration, in conjunction with its sister agencies' information technology units, to survey all State-sponsored web-sites, web- and intranet- based applications, and all similar electronic systems and services available to the public and to employees, to ensure they are fully compliant with Section 508 of the Rehabilitation Act of 1973, as amended, and all other applicable Federal and State statutes, and accessible to individuals with disabilities.
5. The State Purchasing Division of the Department of Administration to study the feasibility of promoting the State's use of vendors and contractors who proactively hire people with disabilities by awarding additional points to such entities in the scoring of proposals received in response to solicitations for goods or services for the State.
6. The Budget Division of the Department of Administration to study the feasibility of establishing a centralized reasonable accommodation fund for equipment and services needed for employees with disabilities when those costs exceed the resources budgeted in the agency employing the individual with disabilities.
7. The Division of Buildings and Grounds of the Department of Administration to survey all State-owned and leased buildings to ascertain if each property is in compliance with the Americans with Disabilities Act of 1990, as amended, and all applicable State laws and local and ordinances regarding accessibility for individuals with disabilities, whether employees or customers.
8. Each of the agencies referenced above to provide a full report of each of the activities for which they have been made responsible as set forth in this Executive Order to the Governor's office by December 31, 2013.

IN WITNESS WHEREOF, I have set my hand and caused the Great Seal of the State of Nevada to be affixed at the State Capitol in Carson City, Nevada, this twenty-ninth day of August, in the year two thousand thirteen.



  
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Governor of the State of Nevada

By the Governor:

  
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Secretary of State

  
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