



**Andy Beshear**  
GOVERNOR

## PERSONNEL CABINET

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**Mary Elizabeth Bailey**  
SECRETARY

### MEMORANDUM

**PERSONNEL MEMO 24-10**

**To:** Constitutional Officers  
Cabinet Secretaries  
Agency Heads  
Human Resource Administrators

**From:** Mary Elizabeth Bailey, Secretary

*MEB*

**Date:** June 7, 2024

**Re:** Revised Executive Branch Affirmative Action Plan

Please be advised that the Executive Branch Affirmative Action Plan required by KRS 18A.138 has been amended and is available on the [Personnel Cabinet's website](#).

KRS 18A.138 requires all cabinets, departments, and agencies of state government to comply with the provisions of the Affirmative Action Plan for State Government. The revised plan reflects this administration's continued commitment to good government and the equitable treatment of all applicants and employees of the Commonwealth, who remain our most valuable resources. As reaffirmed by [Executive Order 2024-0354](#), it shall be the policy of the Commonwealth of Kentucky to prohibit discrimination in employer-employee relations or in the provision of public services because of race, color, religion, sex, national origin, sexual orientation, gender identity or expression, ancestry, age, pregnancy or related medical condition, marital or familial status, disability or veteran status. Employer-employee relations shall include but not be limited to hiring, promotion, termination, tenure, recruitment, and compensation. The Affirmative Action Plan reaffirms the Commonwealth's commitment to non-discrimination and equal employment through affirmative action to ensure equal treatment of applicants and employees.

Full cooperation and affirmation of the Affirmative Action Plan and the state Equal Employment Opportunity (EEO) Program is expected by all state employees. If you have questions regarding this memorandum, please contact the Office Diversity, Equality, and Training, in the Personnel Cabinet at (502) 564-8000.