

SELECTION TO FILL VACANT POSITIONS, TO PROVIDE THE BASIS FOR DEVELOPING AFFIRMATIVE ACTION GOALS;

- (4) SPECIFIC AND REASONABLE QUANTITATIVE GOALS AND TIMETABLES WHICH SHALL BE SET AS A MEANS OF CORRECTIVE ACTION FOR THE IDENTIFIED PROBLEM AREA; AND
  - (5) PROVISIONS FOR MONITORING, EVALUATING, AND REVISING THE PLAN TO ENSURE IMPLEMENTATION.
- (d) [The Secretary of Personnel shall periodically review and evaluate the Equal Opportunity Program within each agency of the State government, and shall require the progress reports he deems necessary. He shall consult with and solicit the recommendations of interested individuals and organizations.] THE HEAD OF EACH AGENCY WITHIN THE EXECUTIVE BRANCH OF STATE GOVERNMENT SHALL ENSURE:
- (1) THE ALLOCATION OF SUFFICIENT PERSONNEL AND RESOURCES TO IMPLEMENT ITS EQUAL EMPLOYMENT OPPORTUNITY PROGRAM, SUBJECT TO PROVISION THEREFOR IN THE STATE BUDGET;
  - (2) THAT EMPLOYEES ARE INFORMED OF THE AVAILABILITY AND GIVEN OPPORTUNITIES TO ATTEND TRAINING AND EDUCATIONAL PROGRAMS DESIGNED TO PROVIDE FOR ADVANCEMENT;
  - (3) NOTIFICATION OF EMPLOYEES' RIGHTS UNDER THIS CODE;
  - (4) FULL COOPERATION WITH THE EQUAL EMPLOYMENT OPPORTUNITY COORDINATOR WITH REGARD TO AGENCY REVIEWS;
  - (5) THAT REASONABLE ACCOMMODATION IS MADE FOR HANDICAPPED APPLICANTS AND QUALIFIED HANDICAPPED INDIVIDUALS; AND
  - (6) A WORK ATMOSPHERE FREE FROM SEXUAL HARASSMENT.
- (e) [The Secretary of Personnel shall undertake a study of current tests and other selection procedures and preferences required by law or otherwise used by the Department of Personnel to determine their impact on the employment and promotion of women and members of minority groups. Upon completion of the study, the Secretary shall report his findings and any recommendations he deems appropriate to the Governor and the General Assembly. He shall, in addition, take such administrative action not inconsistent with law or other policy established by the General Assembly as he