



OKLAHOMA STATE BOARD OF PHARMACY

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OKLAHOMA STATE BOARD OF PHARMACY POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY (EEO)/ AFFIRMATIVE ACTION (AA)

I would like to affirm my continuing policy to provide employment and advancement opportunity in all job classifications of this agency without regard to political or religious opinion or affiliation, race, creed, gender, age, color, national origin, or disability, so long as the disability does not render the person unable to do the work for which employed. This policy is consistent with federal and state laws and guidelines established for EEO and AA.

The principles of equal employment opportunity apply to all employment practices and personnel actions throughout the agency, including recruiting, hiring, promotions, demotions, separations, transfers, layoff (RIF), recall, compensation, benefits and all other terms and conditions of employment. I want to remind each employee that all personnel actions and decisions relating to employment practices are to be made in accordance with the spirit of equal employment opportunity.

We have developed an affirmative action plan to help us achieve our goal of equal opportunity. **Mary Ann Terral**, located in Oklahoma City, telephone number **(405) 521-3815**, has been delegated the responsibility of implementing the plan, monitoring and evaluating our progress and reporting the results to me. She is assigned to serve as the AA/EEO Officer for this agency. She is available to any employee having questions or needing assistance in regards to affirmative action or equal employment opportunity in this agency.

My personal commitment to this policy is complete. I accept overall responsibility for equal employment opportunity and affirmative action within this agency. I expect each and every employee to perform his/her duties and responsibilities in a manner that will demonstrate this agency's firm commitment in this important area.

Bryan H. Potter

Bryan H. Potter, Executive Director

Date: July 10, 2008