



ARKANSAS STATE POLICE RECRUITMENT PLAN

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of the Arkansas State Police to assure equal employment opportunity to its' employees and applicants for employment on the basis of qualifications and merit without regard to race, color, religion, national origin, political affiliation, handicap, sex, or age (except where age is a bona fide occupational qualification).

This policy shall be followed in recruiting, hiring, promotion into all classifications, compensation, benefits, transfers, layoffs, returns from layoff, demotions, terminations, training, educational leave, social and recreational programs, and use of State facilities.

This policy shall not permit or require the lowering of bona fide job requirements of qualification standards to give preference to any employee applicant for employment. Positive affirmative measures shall be taken to recruit qualified minorities, females, and handicapped persons to all levels of the Department where under utilization is reflected.

Any employee of the Arkansas State Police who fails to comply with this policy is subject to appropriate disciplinary action.

MISSION

The mission of the Department is to protect human life and property in the State of Arkansas by providing the highest quality of law enforcement service to the citizens of Arkansas.

To fulfill this Mission, the Arkansas State Police must recruit, train and retain individuals who represent the population it serves who are fair, professional and possess both a high degree of integrity and a commitment to public service. Therefore, it is the mission of the Arkansas State Police Recruiting Section to identify and recruit the most qualified candidates for employment with emphasis on maintaining diversity within the agency's workforce.