



**ANDY BESHEAR**  
GOVERNOR

**EXECUTIVE ORDER**

**2024-354**  
**May 23, 2024**

**Secretary of State**  
Frankfort  
Kentucky

**RELATING TO EQUAL EMPLOYMENT OPPORTUNITIES AND NON-DISCRIMINATION IN EMPLOYMENT, SERVICES, AND CONTRACTING IN KENTUCKY STATE GOVERNMENT**

The government of the Commonwealth of Kentucky exists to serve equally all of the people of the Commonwealth.

Equal employment opportunity for all persons should be an integral part of our state government employment system, affording fair treatment relating to any employment action, benefit or condition of employment.

The fair and equitable treatment of all employees of and applicants for employment with the government of the Commonwealth of Kentucky is essential to the effective operation of state government.

As employees of the government of the Commonwealth of Kentucky should be protected against discrimination in any form in their employment, our state government is free from discrimination based on race-based hairstyles.

The Commonwealth of Kentucky should provide equal opportunity to all individuals in the provision of services.

**NOW, THEREFORE**, I, Andy Beshear, Governor of the Commonwealth of Kentucky, by virtue of authority vested in me by Sections 69 and 81 of the Constitution of Kentucky, KRS 12.080 and the laws of Kentucky, do hereby order and direct the following:

1. Executive Order 2020-554 is rescinded and is replaced with this Order.
2. 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.
3. "Race" includes traits historically associated with race, including, but not limited to natural hair texture and protective hairstyles, such as braids, locks, and twists.



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4. In accordance with state and federal law, the Secretary of the Finance and Administration Cabinet shall develop and implement policies necessary to ensure that contracts entered into by the Commonwealth of Kentucky include language requiring that there shall be no discrimination in the provision of public services based on the classes set forth above.
5. In accordance with state and federal law, the Secretary of the Personnel Cabinet, in conjunction with the Governor's Executive Cabinet, shall take all steps necessary to implement this Order.
6. The affirmative action plan for Kentucky state government required by KRS 18A.138, which commits the state to secure for its employees equal employment opportunities and freedom from discrimination and harassment, shall be in full force and effect except as specifically modified herein.

This Order is effective May 23, 2024.

A handwritten signature in black ink that reads "Andy Beshear".

ANDY BESHEAR, Governor  
Commonwealth of Kentucky

The seal of the Commonwealth of Kentucky, partially obscured by the signature and name of the Secretary of State.

A handwritten signature in black ink that reads "Michael G. Adams".  
MICHAEL G. ADAMS  
Secretary of State

RECEIVED AND FILED

DATE

5/24/2024

MICHAEL G. ADAMS

SECRETARY OF STATE

COMMONWEALTH OF KENTUCKY

BY Katherine Ellis