

North Carolina State Government Policies

Policies already in place in the North Carolina State Government primarily address the workplace demands on employees.

- Performance Management System Policy (annual work plan) addresses task and role demands. This policy ensures that all employees are aware of what is expected of them, are provided with continuous feedback about their performance, are provided with opportunities for education, training, and development, and are rewarded in a fair and equitable manner (*State Personnel Manual, Performance Management, Section 10, page 1*).
- Occupational Health and Safety Policy addresses tasks and physical demands (*State Personnel Manual, Workplace Environment and Health, Section 8, Page 20*).
- Personal Protective Equipment Policy address tasks and physical demands (*State Personnel Manual, Workplace Environment and Health, Section 8, Page 4*).
- Workplace Harassment Policy address role and interpersonal demands of the workplace (*State Personnel Manual, Workplace Environment and Health, Section 8, Page 17*).
- Workplace Violence Policy address role and interpersonal demands of the workplace (*State Personnel Manual, Workplace Environment and Health, Section 8, Page 30*).
- Employee Assistance Program (EAP) Policy exists to serve employees and employers in resolving workplace performance and conduct for troubled employees (*State Personnel Manual, Workplace Environment and Health, Section 8, Page 26*). For additional EAP resources, contact the State Office of Personnel or area Mental Health Agency.