

Performance
Evaluation &
Research Division
(PERD)

PERD's Objectives:

To determine the continued need for the OEO, to assess the OEO's compliance with its statutory responsibilities, and to evaluate the OEO's website for user-friendliness and transparency.

Key Recommendations:

The Legislature should consider continuing the OEO.

The OEO should consider adding sexual harassment and discrimination training to its virtual trainings for state agencies.

The OEO should continue to work towards a statewide program.

The OEO should consider using the data that it collects to enhance the effectiveness of its training program.

The OEO should consider adding more user-friendliness and transparency elements to its website.

The OEO should consider lowering the website's reading level to the recommended 7th grade reading level.

January 2025

Performance Review: West Virginia Office of Equal Opportunity

Agency Purposes:

The purpose of the Office of Equal Opportunity (OEO) is to provide insight into various federal discrimination laws and to prevent discrimination within state agencies through the development of a statewide program and the provision of trainings to state agencies and employees.

What Did PERD Find?

PERD found that the OEO is needed to inform and train state agencies on equal employment opportunity matters, thereby minimizing discrimination cases and resulting litigation.

Table 2
OEO Online & In-Person Training
CY 2022 - 2023

Online Training Modules	2022 Number of Attendees	2023 Number of Attendees
Facing Bullying at Work	372	439
Valuing Diversity at Work	337	454
Mastering the Respectful Workplace	540	358
Managers Role in Promoting Respectful Workplace	248	172
Workplace Harassment	368	472
Total Online Viewings	1,865	1,895
In-Person Training	172	334
Total Online & In-Person Training	2,037	2,229

Source: Office of Equal Opportunity Annual Reports.

PERD also found the following:

- The OEO complies with most of its statutory requirements.
- The OEO should continue to work toward a statewide program.
- The OEO could be more proactive in its training by utilizing the data it collects to adapt trainings as needed.
- The Board's website needs more improvement in user-friendliness and transparency.