



# Wisconsin Elections Commission

212 East Washington Avenue | Third Floor | P.O. Box 7984 | Madison, WI 53707-7984  
(608) 266-8005 | elections@wi.gov | elections.wi.gov

January 20, 2021

Mr. Adam Fermanich  
Human Resources Shared Services Region 1  
Department of Administration  
101 East Wilson Street  
Madison, WI 53703

Dear Mr. Fermanich:

The Elections Commission affirms our commitment to the principles of equity and inclusion for all employees and applicants without regard to an individual's race, color, sex, religion, national origin, age, disability, genetic information, or marital status. We affirm our commitment to meeting the state laws and policies and federal laws for equal employment opportunity and affirmative action. Our agency recognizes that equal employment opportunity is a legal, organizational, and economic necessity to maximize the state's workforce's quality and diversity. This commitment is extended to all job applicants and employees in every type of position, including unclassified, classified, project, limited-term, volunteers, interns, and work-study personnel.

Our commission is committed to this overall process. We will apply equity and inclusion principles to all employment policies, procedures, and programs, to ensure equal employment opportunity and freedom from discrimination, including recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff, and termination processes. Reasonable accommodations will be provided, as requested, to employees and applicants with disabilities.

The Elections Commission has developed and committed to maintaining a written commitment to Equity and Inclusion. This Equity and Inclusion commitment has total support and pledges its best good faith efforts to achieve the Equity and Inclusion goals identified. We expect each manager, supervisor, and employee of the commission to aid in implementing this program and be accountable for complying with the objectives of this Equity and Inclusion commitment. The Elections Commission will maintain a monitoring and reporting system to ensure the overall compliance with the equity and inclusion mandates. The letter of commitment is available for review on the Elections Commission website or through the Human Resources team that provides the agency service.

Sincerely,

A handwritten signature in black ink that reads "Meagan L.M. Wolfe".

Meagan Wolfe, Administrator  
Wisconsin Elections Commission

*Wisconsin Elections Commissioners*

Ann S. Jacobs, chair | Marge Bostelmann | Julie M. Glancey | Dean Knudson | Robert Spindell | Mark L. Thomsen

---

Administrator  
Meagan Wolfe