

EXECUTIVE ORDERS

(Rescinding 01.01.1970.15, 01.01.1976.05, 01.01.1986.04,
01.01.1986.06 and 01.01.1986.09)

WHEREAS, In recognition of the State's obligation to provide a work environment without discrimination on the basis of (1) political or religious opinion or affiliation, marital status, race, color, creed, or national origin, or (2) sex or age, except when sex or age constitutes a bona fide occupational qualification, or (3) the physical or mental handicap of a qualified handicapped individual, a Code of Fair Practices was promulgated on December 9, 1970, by Executive Order 01.01.1970.15; and amended on July 9, 1975, by Executive Order 01.01.1976.05; and amended on February 19, 1986, by Executive Order 01.01.1986.04; and amended on April 1, 1986, by Executive Order 01.01.1986.06; and amended on May 28, 1986, by Executive Order 01.01.1986.09; and

WHEREAS, It is now desirable to clarify certain requirements of the Code relating to State financial assistance and to provide an additional mechanism of compliance with the Code requirements; and

WHEREAS, There is a continuing need to achieve the objectives of the Code; and

WHEREAS, In order to overcome vestiges of discrimination, it is necessary to ascertain whether any personnel actions, policies, practices and procedures have an adverse impact on protected groups and to implement systems and develop programs specifically designed to identify and eliminate discriminatory actions, policies, practices and procedures where found;

NOW, THEREFORE, I, WILLIAM DONALD SCHAEFER, GOVERNOR OF THE STATE OF MARYLAND, BY VIRTUE OF THE AUTHORITY VESTED IN ME BY THE CONSTITUTION AND LAWS OF MARYLAND, DO HEREBY RESCIND EXECUTIVE ORDERS 01.01.1970.15, 01.01.1976.05, 01.01.1986.04, 01.01.1986.06 AND 01.01.1986.09 AND PROMULGATE THE FOLLOWING EXECUTIVE ORDER TO BECOME EFFECTIVE IMMEDIATELY.

ARTICLE I - EQUAL OPPORTUNITY PROGRAM IN STATE EMPLOYMENT

A. State officials and supervisory employees shall appoint, assign, and promote State personnel, employed in the Executive Branch, on the basis of merit and fitness. Appointments, assignments, and promotions shall be made without regard to (1) political or religious opinion or affiliation, marital status, race, color, creed, or national origin, (2) sex or age, except when sex or age constitutes a bona fide occupational qualification, or (3) the physical or mental handicap of a qualified handicapped individual. State personnel shall not be dismissed or in any way penalized on account of political or religious opinion or