

### ARTICLE I Appointment, Assignment and Promotion of State Personnel

State officials and supervisory employees shall appoint, assign and promote State personnel on the basis of merit and fitness, without regard to race, color, sex, creed or national origin. State agencies shall bar from all employment application forms any inquiry expressing any limitation or specification as to race, color, sex, creed, or national origin. No State personnel shall be dismissed, demoted or in any way penalized on account of race, color, sex, creed or national origin.

### ARTICLE II State Action

In performing their service to the public, the agencies and individual employees of the State shall not discriminate because of race, color, sex, creed, or national origin, nor shall they authorize the use of State facilities in furtherance of discriminatory practices.

### ARTICLE III Public Contracts

Every State contract for public works (including contracts in connection with State roads, bridges and highways) or for goods or services shall contain the causes prescribed by Section 7A of Article 78A Annotated Code of Maryland (1965 Cum. Sup.) barring discrimination on account of race, color, sex, creed or national origin, and such contractual provisions shall be fully and effectively enforced.

### ARTICLE IV State Employment Services

Any State agencies engaged in employment referral and placement services for private industry or public agencies shall fill all job orders on a nondiscriminatory basis, and shall decline any job order carrying a specification or limitation as to race, color, sex, creed, or national origin, unless it relates to a bona fide occupational qualification.

### ARTICLE V Training for Job Opportunities

All educational and vocational guidance counseling programs and all apprenticeship and on-the-job training programs of the State shall be conducted to encourage the fullest development of interests and aptitudes, without regard to race, color, sex, creed or national origin.

### ARTICLE VI State Financial Assistance

In granting State financial assistance, State agencies shall be vigilant to further the State's policy of nondiscrimination and shall give appropriate attention to discriminatory practices engaged in by any applicant or recipient.

### ARTICLE VII Other Governmental Bodies

All political subdivisions, school districts and other instrumentalities