

REMARKS UPON PROMULGATION OF GOVERNOR'S
CODE OF FAIR PRACTICES, STATE OFFICE
BUILDING, BALTIMORE

December 20, 1967

The State should not only administer to the needs of its citizens, but through its administrative actions reflect and express the conscience of government. This is particularly true of the executive branch. It is not enough to function in accordance with the letter of the law; our goal must be to comply with its spirit. Particularly where the legislative branch has enacted laws of tremendous moral significance, the executive branch must be committed positively and totally to their implementation. We must be the *first* to demonstrate compliance through action, to emphasize accord through word, and to establish policy through deed.

The Governor's Code of Fair Practices, which will be distributed to you at this meeting, is a positive expression of administrative policy. It is also a directive for executive action which I will look to each of you to put into effect immediately.

This Code stands as our unequivocal commitment to assure non-discriminatory practices both within the State government and in our dealings with persons outside the government.

The Constitution of the State of Maryland and Articles 49B and 64A of the Annotated Code justify adoption of this policy by Executive proclamation. The Attorney General has thoroughly reviewed the proclamation and concurs in its legality.

Article 49B provides, and here I quote: "[It] shall be the policy of the State of Maryland to insure equal employment opportunities for State employees without discrimination because of race, color, creed, sex or national origin"

Article 64A reads, in part: "No officer or employee of a State agency, department or board shall discriminate in the hiring, firing, or in any other manner, against any person because of race, creed, color, or national origin"

Above both of these stands Article II of the Maryland Constitution vesting the executive power of the State in the office of Governor and enjoining the Governor to "take care that the laws are faithfully executed."

The Governor's Code of Fair Practices re-emphasizes, amplifies and expands upon those principles set forth in the Annotated Code. It