

formally incorporates into executive policy continued adherence to non-discriminatory practices; and its promulgation is intended not only to reduce conscious patterns of discrimination outside State government but to eliminate any conscious or unconscious bias which may exist within the administration.

Generally the Code relates to the State's dealings with its employees, with the public, and with its contractual arrangements for goods, services or public works.

Rather than attempt to summarize the individual provisions of this Code, I think its importance merits reading the full proclamation.

In the promulgation of this Code, Maryland becomes the sixth state in the nation to supplement Federal and State legislation with a strong, clear administrative directive. An executive code fortifies existing statutes in two ways: first, by acting as a positive force to impress the import and intent of this legislation upon the executive branch; second, by providing specific standards and precise ground-rules for implementation.

Ultimately, implementation of an executive code or order or directive is the test of the value of the law — for the Code is not a new law, but the conscious affirmative of an existing one.

The Governor's Code of Fair Practices is designed to assure immediate responsible implementation. It can and will be effective — if and only if — it becomes a personal, deliberate and continuous concern of each department and agency head. The Code represents my obvious interest and intention to assure that fair employment practices are given more than lip service by Maryland's State government.

So that responsibility is not evaded through diffusion, I am requesting that each administrative unit chief take full obligation for implementation. The Code itself requires that each unit account for its achievement directly to the Governor.

Line responsibility is essential to expedite implementation. In the cases of larger departments or agencies, where personal supervision by the department head is not practical, a ranking executive within the department should be designated. But the ultimate responsibility for implementation is yours.

I have assigned one of my program executives, Dr. Gilbert Ware, to assist and secure the cooperation of all State units in effecting this policy. Dr. Ware is my personal representative to the Maryland Commission on Interracial Problems and Relations. However, the role of the Commission is in this instance peripheral, and one of support rather than control. The duty to establish the regulations and super-