

EXECUTIVE ORDER OF DECEMBER 9, 1970
CODE OF FAIR PRACTICES

WHEREAS, The State of Maryland, in spirit and in law, historically has striven to dedicate itself to a firm, humane policy of rooting out the evils of discrimination where they exist with regard to race, color, creed, national origin, sex or age; and

WHEREAS, From time to time throughout Maryland's history it has been necessary to review these policies, statutory enactments and Executive Orders with the intention of adapting them to the needs and problems of contemporary society; and

WHEREAS, With this in mind, the time has come for a repromulgation of the Executive Order relating to fair practices with regard to race, color, creed, national origin, sex and age, and a re-emphasis of the State of Maryland's determination to eliminate discrimination where it exists:

NOW, THEREFORE, I, Marvin Mandel, Governor of Maryland, do hereby, under the power and authority vested in me as Governor, and in pursuit of Maryland's basic policy against discrimination, promulgate a Code of Fair Practices which shall be followed throughout the Executive Branch of State government.

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, creed, national origin, sex or age, except when sex or age involves a bona fide job requirement. No State personnel shall be dismissed or in any way penalized on account of race, color, sex, creed or national origin, or on account of age, except pursuant to a bona fide uniform retirement policy.

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, age, or national origin, nor shall they authorize the use of State facilities in furtherance of discriminatory practices, or by any group or organization which discriminates in its membership or other policies on the basis of race, color, sex, creed, age, or national origin.

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 clauses prescribed by Section 7a of Article 78A, Annotated Code of Maryland, barring discrimination on account of race, color, creed or national origin, and such contractual provisions shall be fully and effectively enforced. Each contractor with the State shall submit to the State Commission on Human Relations, at its request, information as to the composition of the contractor's work force. Such information shall be furnished on a form to be prescribed by the State Commission on Human Relations.