

**ARTICLE IV STATE EMPLOYMENT SERVICES**

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

**ARTICLE V TRAINING FOR JOB OPPORTUNITIES**

All educational and vocational guidance counseling programs and all apprenticeship and on-the-job training programs conducted, supervised or funded by the State shall be conducted to encourage the fullest development of interest and aptitudes without regard to race, color, creed or national origin, or to sex or age, unless sex or age relates to a bona fide job requirement.

**ARTICLE VI STATE FINANCIAL ASSISTANCE**

No State agency shall approve a grant of State financial assistance to any recipient who is engaged in discriminatory practices. All recipients of State financial assistance shall submit to the State Commission on Human Relations, at its request, information relating to the recipient's operations, with regard to race, color, creed, sex, age or national origin. Such information shall be furnished on a form to be prescribed by the State Commission on Human Relations.

**ARTICLE VII OTHER GOVERNMENTAL BODIES**

All political subdivisions, school districts and other instrumentalities of government are requested to cooperate in this endeavor to the end that any and all discrimination within the State is eliminated.

**ARTICLE VIII COOPERATION WITH THE MARYLAND COMMISSION ON HUMAN RELATIONS**

All State agencies, in accordance with the provisions and intent of the State Constitution and the State's laws against discrimination shall cooperate fully with the Maryland Commission on Human Relations and duly comply with its requests and recommendations for effectuating the State's policy against discrimination.

Any State agency receiving a complaint of discrimination based on race, color, creed, national origin, sex or age shall promptly advise the Maryland Commission on Human Relations. If the Commission receives a complaint of such discrimination by any person licensed by a State agency, it shall notify the licensing agency of the pendency of any public hearing (if the complaint is a formal one) or of the filing of the complaint (if the complaint is an informal one).

**ARTICLE IX CONDUCT BY THE STATE'S REPRESENTATIVES;  
FAIR PRACTICES OFFICER**

State officials and employees shall be ever mindful of the democratic heritage of the State which abhors any discrimination on the basis of race, color, creed, sex, age, or national origin and shall take all necessary steps to effectuate the provisions and intent of this Code of Fair Practices.

The Secretary of each department in the Executive Branch shall designate an Assistant Secretary or some other employee of his department of equal stature, as Fair Practices Officer. The Fair Practices Officer, as part of his other duties, shall be charged with the enforcement of this Code within the department, including but not limited to the development and conduct of plans, programs, and policies to establish and promote non-discriminatory employment and personnel policies