

## EXECUTIVE ORDERS

program, subject to provision therefor in the State budget;

(2) That employees are informed of the availability and given opportunities to attend training and educational programs designed to provide for advancement;

(3) Notification of employees' rights under this Code;

(4) Full cooperation with the Equal Employment Opportunity Coordinator with regard to agency reviews;

(5) That reasonable accommodation is made for handicapped applicants and qualified handicapped individuals; and

(6) A work atmosphere free from sexual harassment.

E. The Secretary of Personnel shall implement systems for the periodic review of current tests, other selection procedures, and preferences required by law or otherwise used by the State of Maryland, to determine the effects of those tests, other selection procedures, and preferences on the employment and promotion of groups protected by this Code. The Secretary shall recommend to the Governor and the General Assembly the establishment of appropriate measures to eliminate any adverse effects on groups protected by this Code which results from the use of tests, other selection procedures or preferences.

F. The Secretary shall appoint an Equal Employment Opportunity Coordinator. The Coordinator, under the direction and supervision of the Secretary, shall:

(1) Administer and enforce the State Equal Employment Opportunity Program;

(2) Perform the duties in connection with it as are delegated by the Secretary; and

(3) Coordinate the operational activities of the various Fair Practice Officers appointed pursuant to Article IX B. of this Code, including recruitment and training programs and affirmative action planning.

G. The Secretary of Personnel shall periodically review and evaluate the Equal Opportunity Program within each agency of State government and shall require the progress reports that the Secretary deems necessary. The Secretary shall consult with and solicit the recommendations of interested individuals, organizations, and commissions.

H. The Secretary shall take such administrative action not inconsistent with law or other policy established by the General Assembly as may be required to implement the