

WILLIAM DONALD SCHAEFER, Governor

complaint of unlawful employment discrimination by a State agency, the Governor shall designate an individual to perform the functions usually performed by the Commission.

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

A. State officials and employees shall be ever mindful of the democratic heritage of the State which abhors any discrimination on the basis of political or religious opinion or affiliation, marital status, physical or mental handicap, 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.

B. The Secretary or other Chief Executive Officer of each department in the Executive Branch shall appoint an Assistant Secretary or other employee of equal stature in the Department as Fair Practices Officer. The Fair Practices Officer shall be charged with the enforcement of this Code, the Department's Equal Employment Opportunity Program, and the Affirmative Action Plan adopted pursuant to Article I C. of this Code and the development and conduct of plans, programs and policies to establish and promote non-discriminatory employment and personnel policies within the department. The Departmental Fair Practices Officer shall cooperate and coordinate activities with the Equal Employment Opportunity Coordinator.

ARTICLE X - ANNUAL REPORTS

Each department and agency of the Executive Branch shall report annually to the Equal Employment Opportunity Coordinator by January 1 all activities undertaken during the past fiscal year to effectuate this Code of Fair Practices. The report shall cover areas as outlined in the guidelines provided by the Coordinator's Office. The Equal Employment Opportunity Coordinator shall furnish a copy of each report to the Maryland Commission on Human Relations. A compilation of the departmental and agency reports shall be included in a statewide equal employment opportunity annual report to be submitted to the Governor and each department and agency of the Executive Branch by June 30.

ARTICLE XI - PUBLICATION OF CODE OF FAIR PRACTICES

Copies of the Code shall be distributed to all State officials and employees and copies shall be posted in conspicuous locations in all State facilities.
