

WILLIAM DONALD SCHAEFER, Governor

(Amends 01.01.1987.20)

WHEREAS, In recognition of the State's obligation to provide a work environment without discrimination on the basis of (1) political or religious opinion or affiliation, marital status, race, color, creed, or national origin, or (2) sex or age, except when sex or age constitutes a bona fide occupational qualification, or (3) the physical or mental handicap of a qualified handicapped individual, a Code of Fair Practices was promulgated on December 9, 1970, as Executive Order 01.01.1970.15; and most recently issued on April 14, 1987, as Executive Order 01.01.1987.20;

WHEREAS, Certain amendments are now required to bring the Code into compliance with changes in Federal and State laws; and

NOW, THEREFORE, I, WILLIAM DONALD SCHAEFER, GOVERNOR OF THE STATE OF MARYLAND, BY VIRTUE OF THE AUTHORITY VESTED IN ME BY THE CONSTITUTION AND LAWS OF MARYLAND, DO HEREBY PROMULGATE THE FOLLOWING EXECUTIVE ORDER AMENDING EXECUTIVE ORDER 01.01.1987.20 TO BECOME EFFECTIVE IMMEDIATELY.

Article I - Equal Opportunity Program in State Employment

- A. State officials and supervisory employees shall appoint, assign, and promote State personnel, employed in the Executive Branch, on the basis of merit and fitness. Appointments, assignments, [and] promotions, TERMINATIONS, AND OTHER DISCIPLINARY ACTIONS shall be made without regard to (1) political or religious opinion or affiliation, marital status, race, color, creed, or national origin, (2) sex or age, except when sex or age constitutes a bona fide occupational qualification, or (3) the physical or mental handicap of a qualified handicapped individual. State personnel shall not be dismissed or in any way penalized on account of political or religious opinion or affiliation, race, color, sex, marital status, creed, or national origin. State personnel shall not be dismissed or in any way penalized on account of age, except pursuant to a bona fide uniform retirement policy. Qualified handicapped State personnel shall not be dismissed or in any way penalized on account of that handicap.
- B. The Secretary of Personnel is responsible for the overall administration of the Equal Employment Opportunity Program for State Merit System employees and applicants for State Merit System employment. With the advice of the Executive Director and the [Chairman] CHAIRPERSON of the Human Relations Commission, the Secretary shall develop, promulgate, and enforce rules, regulations, and guidelines for the implementation of the Equal Employment Opportunity Program. These rules,