

## EXECUTIVE ORDERS

delegated by the Secretary; and

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

[G.] H. 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.

- I. THE SECRETARY OF PERSONNEL, UPON A FINDING OF NON-COMPLIANCE BY AN AGENCY WITH THE REQUIREMENTS OF THIS ORDER, OR OTHER REQUIREMENTS AS ISSUED BY THE OFFICE OF THE STATE EQUAL EMPLOYMENT OPPORTUNITY DIRECTOR, SHALL NOTIFY THE AGENCY OF SUCH FINDING AND RECOMMEND CORRECTIVE ACTION. THE AGENCY SHALL HAVE THIRTY WORKING DAYS FROM RECEIPT OF SUCH NOTICE TO TAKE CORRECTIVE ACTION OR SUBMIT AN ALTERNATIVE RECOMMENDATION FOR THE SECRETARY'S CONSIDERATION.

[H.] J. 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 objectives of this Code.

Article [VII] II - Cooperation with the Maryland Commission on Human Relations and the Secretary of Personnel

- A. 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 the Secretary of Personnel and duly comply with their validly adopted rules, regulations, guidelines, and directives for effectuating the State's policy against discrimination.
- B. Any State agency receiving from a State employee or applicant a complaint of discrimination based on religious opinion or affiliation, marital status, physical or mental handicap, race, color, creed, national origin, sex, or age shall promptly refer the complaint OR THE COMPLAINANT to the Maryland Commission on Human Relations WITHIN THIRTY WORKING DAYS OF INITIAL CONTACT. THE COMPLAINANT SHALL BE ADVISED THAT HE OR SHE NEED NOT EXHAUST ADMINISTRATIVE REMEDIES BEFORE FILING A FORMAL COMPLAINT WITH THE COMMISSION, AND THAT SUCH A COMPLAINT MUST BE FILED WITHIN SIX MONTHS OF THE