

## **EXECUTIVE ORDER 06-13-63**

### **ORDER PERTAINING TO FAIR PRACTICES BY STATE AGENCIES PREAMBLE**

Our spiritual heritage proclaims, the supreme worth of the individual and the equality of opportunity for each individual to pursue self realization. The legislature has found and declared that practices of discrimination against any of its inhabitants because of race, creed, color, national origin, sex or age are a matter of state concern, that such discrimination threatens not only the rights and proper privileges of its inhabitants but menaces the institutions and foundation of a free democratic state.

In pursuit of this state's basic policy against discrimination and pursuant to the executive authority vested in the governor by the constitution of this state, I hereby proclaim the following executive order:

#### **ARTICLE I -- APPOINTMENT, ASSIGNMENT AND PROMOTION OF STATE PERSONNEL**

State officials and supervisory employees shall appoint, assign and promote state personnel on the basis of merit and fitness, without regard to race, color, creed, national origin, sex or age. State agencies shall bar from all employment application forms expressing any inquiry, expressing any limitation or specification as to race, color, creed, national origin, sex or age, unless it relates to a bona fide occupational qualification.

#### **ARTICLE II -- STATE ACTION**

In performing their service to the public, the agencies of the state shall not discriminate because of race, color, creed, national origin, sex or age, nor shall they authorize the use of state facilities in furtherance of discriminatory practices.

#### **ARTICLE III -- PUBLIC CONTRACTS**

Every state Contract for public works or for goods or services shall contain clauses barring discrimination on account of race, creed, color, national origin, sex or age by the person or persons contracting with the state.

#### **ARTICLE IV -- STATE EMPLOYMENT SERVICES**

Any state agency engaged in the employment referral and placement services 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, creed, color, national origin, sex or age, unless it relates to a bona fide occupational qualification . Information concerning employers believed to engage in discriminatory practices shall be referred by state agencies to the Washington State Board Against Discrimination.

## ARTICLE V -- TRAINING FOR JOB OPPORTUNITIES

All vocational and educational guidance counseling programs in all apprenticeships and on-the-job training programs of the state shall be conducted to encourage the fullest development of aptitude without regard to race, creed, color, national origin, sex or age.

## ARTICLE VI -- STATE FINANCIAL ASSISTANCE

In granting state financial assistance, state agencies shall be vigilant to further the state's policy of non-discrimination.

## ARTICLE VII -- STATE FORMS

All state agencies shall avoid in forms or request for information any item or inquiry expressing any limitation or specification as to race, color, creed, national origin, sex or age, unless the item or inquiry is expressly required by law or is required in good faith for a nondiscriminatory purpose and prior notification of its use has been given by the agency to the State Board Against Discrimination.

## ARTICLE VIII -- STATE LICENSING AND REGULATORY AGENCIES

Where a respondent in a proceeding before the State Board Against Discrimination is subject to the licensing or regulatory power of another state agency, the State Board Against Discrimination shall notify the state agency of the pendency of such proceeding. If, thereafter, the respondent is found by the State Board Against Discrimination, after notice of an opportunity to be heard, to have engaged in a discriminatory practice, the state agency shall be so notified and shall take action consistent with the exercise of its licensing or regulatory power.

## ARTICLE IX -- COOPERATION WITH THE STATE BOARD AGAINST DISCRIMINATION

All state agencies, in accordance with the provisions and intent of this state's law against discrimination shall cooperate fully with the State Board Against Discrimination and duly comply with its requests and recommendations for effectuating the state's policy against discrimination.

## ARTICLE X -- CONDUCT BY THE STATE'S REPRESENTATIVES

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

## ARTICLE XI -- PUBLICATION OF EXECUTIVE ORDER

Copies of this executive order shall be distributed to all state officials and copies shall be posted in conspicuous locations in all state facilities.

Albert D. Rosellini  
Governor

Attest:

Secretary of State

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