

EXECUTIVE ORDER 66-03

Governor's Executive Order Pertaining To Fair Practices By State Agencies

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 great 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. References to religion, politics, nationality, and race are omitted on state employment application forms. State agencies are not to place any limitation or specification with respect to race, color, creed, national origin, sex or age, on any position within state government unless it relates to a bonafide 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 and subcontract for public works or for goods or services shall contain a clause prohibiting discriminatory employment practices by contractors and subcontractors based on race, color, religion, national origin, or ancestry. The non-discrimination clause shall include a provision requiring state contractors and subcontractors to give written notice of their commitments under this clause to any labor union with which they have a collective bargaining or other agreement. Such contractual provisions shall be fully and effectively enforced, and any breach of them shall be regarded as a material breach of the contract. As part of its annual report each state agency shall submit to the Governor certification of compliance with these provisions by all contractors and subcontractors.

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, inless it relates to a bona fide occupational qualification.

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. A major element in all such programs shall be vigorous promotion of participation of all segments of the population, including minority groups.

ARTICLE VI -- State Financial Assistance

In granting state financial assistance, state agencies shall seek to insure the state's policy of non-discrimination.

ARTICLE VII -- State Forms

All state agencies shall avoid in forms or requests 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 non-discriminatory purpose and prior approval of its use has been given by 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 orders and give due consideration to its 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. Such awareness shall extend to personal conduct and the common courtesies that should characterize interaction between human beings.

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.

ARTICLE XII

It will be the responsibility of the Governor's Office, in cooperation with the various state agencies, to conduct a review every year to determine that compliance with the provisions of this Executive Order is being maintained.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the State of Washington to be affixed at Olympia this 2nd day of August A.D., Nineteen hundred and sixty-six.

Daniel J. Evans
Governor of Washington

BY THE GOVERNOR:

Assistant Secretary of State
