

# STATE OF DELAWARE



## EXECUTIVE DEPARTMENT DOVER

EXECUTIVE ORDER  
NUMBER FORTY

TO: HEADS OF ALL STATE DEPARTMENTS AND AGENCIES  
RE: CREATION OF AFFIRMATIVE ACTION TASK FORCE

WHEREAS, it is the law of the State of Delaware and the firm policy of this Administration to insure that discriminatory employment practices based on race, religion, color, sex, age or national origin not be allowed to exist in any State Department of Agency; and

WHEREAS, it is also the firm policy of this Administration to assure that there be full opportunity for participation and advancement in State Departments or Agencies by all citizens of the State, regardless of race, religion, color, sex, age, marital status or national origin; and

WHEREAS, it is necessary to survey the effect of current personnel programs, practices, and procedures, including those relating to employment, promotion, training, transfer, demotion, and dismissal, to determine the extent to which there has been compliance with law and prior executive orders with respect to such practices, programs and procedures.

NOW, THEREFORE, I, PIERRE S. du PONT, by virtue of the authority vested in me as Governor of the State of Delaware, do hereby declare and order as follows:

1. An Affirmative Action Task Force is hereby created, with the following persons constituting its membership:

(a) The Secretary of the Department of Community Affairs and Economic Development, who shall serve as Chairman;

(b) The Secretary of the Department of Labor;

(c) The State Personnel Director;

(d) The Assistant Counsel to the Governor; and

(e) The Governor's Special Assistant for Urban Affairs.

2. The duties and responsibility of this Task Force shall be:

(a) To compile statistics on the employment of minorities, women and the aged in all Departments and Agencies of this State;

(b) To review existing personnel practices to ascertain the existence of, or potential for, disparate treatment of minorities, women or the aged.

(c) To recommend new programs, practices, and procedures relating to the recruitment, employment and promotion of minorities, women and the aged where such is deemed necessary by the Task Force; and

(d) To assist and monitor Departments and Agencies in the implementation of such programs, practices, and procedures with respect to recruitment, employment, training, and promotion of minorities, women, and the aged as may be approved by the Governor.

The employment programs, practices and procedures with which this Task Force shall be concerned shall include those affecting all employees of the State, whether such employees are paid from funds appropriated by the General Assembly or from Special Funds.

3. All officials and employees of the State of Delaware are directed to cooperate with the Task Force in the conduct of its work in order to achieve the purposes of this Executive Order.

4. The Task Force shall file an initial report with the Governor on the foregoing matters on or before January 15, 1977.

APPROVED this *14<sup>th</sup>* day of *December*, 1977.

*Rui S. P. R. R.*  
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Governor

ATTEST:

*M. C. L.*  
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Secretary of State

