



## EXECUTIVE DEPARTMENT

EXECUTIVE ORDER NO. KBB 2004 - 54

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### *STATE PROHIBITION AGAINST HARASSMENT AND DISCRIMINATION*

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- WHEREAS,** the state of Louisiana is committed to maintaining a work environment for its citizens that is free of potential harassment and discrimination on the basis of race, color, religion, sex, sexual orientation, national origin, political affiliation or disabilities;
- WHEREAS,** the refining and refocusing of programs and policies, widespread training, and informational efforts have successfully raised workforce sensitivity to the issues surrounding these potential harassments and discriminations;
- WHEREAS,** the result of these potential harassments and discriminations is the denial of affected Louisiana citizens of their rights, privileges, or benefits solely on the basis of individualized characteristics; and
- WHEREAS,** it is inappropriate for government to either advance or inhibit, or to condone or condemn in these areas;

**NOW THEREFORE I, KATHLEEN BABINEAUX BLANCO,** Governor of the state of Louisiana, by virtue of the authority vested by the Constitution and laws of the state of Louisiana, do hereby order and direct as follows:

- SECTION 1:** No state agencies, departments, offices, commissions, boards, entities or officers of the state of Louisiana shall harass or discriminate on the basis of race, color, religion, sex, sexual orientation, national origin, political affiliation or disabilities against any individual in the provision of any service and/or benefit by such agencies, departments, offices, commissions, boards or entities.
- SECTION 2:** No state agencies, departments, offices, commissions, boards, entities, or officers of the state of Louisiana shall harass or discriminate on the basis of race, color, religion, sex, sexual orientation, national origin, political affiliation or disabilities against any individual in any manner pertaining to employment by the state, including, but not limited to, hiring, promotion, tenure, recruitment or compensation.
- SECTION 3:** All contracts for the purchase of services by any state agencies, departments, offices, commissions, boards, entities, or officers of the state of Louisiana shall be awarded without discrimination on the basis of race, color, religion, sex, sexual orientation, national origin, political affiliation or disabilities of the persons seeking such contracts. Further, all such contracts shall include a provision that the contractor shall not discriminate on the basis of race, color, religion, sex, sexual orientation, national origin, political affiliation or disabilities in any matter relating to employment.
- SECTION 4:** All state agencies, departments, offices, commissions, boards, entities, or officers of the state of Louisiana, or any political subdivision thereof, are authorized and directed to cooperate with the implementation of the provisions of this Order.

**SECTION 5:**

This Order is effective upon signature and shall continue in effect until amended, modified, terminated, or rescinded by the governor, or terminated by operation of law.



**IN WITNESS WHEREOF**, I have set my hand officially and caused to be affixed the Great Seal of Louisiana, at the Capitol, in the city of Baton Rouge, on this 6th day of December, 2004.

**/S/ Kathleen Babineaux Blanco**  
**GOVERNOR OF LOUISIANA**

**ATTEST BY**  
**THE GOVERNOR**

**/S/ Fox W. McKeithen**  
**SECRETARY OF STATE**