

**STATE OF LOUISIANA**  
**EXECUTIVE DEPARTMENT**  
**BATON ROUGE**

**EXECUTIVE ORDER NO. EWE 92 - 51**

**WHEREAS,** Act 886 of 1988 (LSA-R.S. 51:2231 et seq.) created the Louisiana Commission on Human Rights; and

**WHEREAS,** the purpose and intent of the Louisiana Commission on Human Rights is "to provide for execution within Louisiana of the policies embodied in the Federal Civil Rights Act of 1964, 1968, and 1972 and the Age Discrimination in Employment Act of 1967, as amended; and to assure that Louisiana has appropriate legislation prohibiting discrimination in employment and public accommodations sufficient to justify the deferral of cases by the Federal Equal Opportunity Employment Commission, the secretary of labor, and the Department of justice under those statutes; to safeguard all individuals within the state from discrimination because of race, creed, color, religion, sex, age, or national origin in connection with employment and in connection with public accommodations; to protect their interests and personal dignity and freedom from humiliation; to make available to the state their full productive capacities in employment; to secure the state against domestic strife and unrest which would menace its democratic institutions; to preserve public safety, health, and general welfare; and to further the interest, rights, and privileges of individuals within the state"; and

**WHEREAS,** the Louisiana Department of Labor, through the Office of Equal Opportunity and Compliance, presently administers a program whose primary responsibility is to ensure nondiscrimination in programs administered by the Department in accordance with Title VI and Title VII of the Federal Civil Rights Act of 1964 as amended, the Age Discrimination in Employment Act of 1967, Rehabilitation Act of 1973, and Title IX-Education Amendments. This responsibility currently extends to federally assisted and state programs administered by the Department; and

**WHEREAS,** in situations where the Department of Labor lacks jurisdiction, a referral system has been established with the Equal Opportunity Commission with the Office of Federal Contract Compliance; and

**WHEREAS,** LSA-R.S. 36:4(B)(12) places the Louisiana Commission on Human Rights within the Office of the Governor; and

**WHEREAS,** the structure for fact finding and investigation is already in place in the Department of Labor, and therefore the establishment of the Louisiana Commission on Human Rights within the Department of Labor would expedite processing of complaints, prevent duplication of services, and would strengthen the effectiveness of the Commission;

**NOW THEREFORE I, EDWIN W. EDWARDS**, Governor of the State of Louisiana, by virtue of the Constitution and laws of the State of Louisiana, do hereby establish the Louisiana Commission of Human Rights within the Department of Labor, Office of the Secretary, and do hereby order and direct as follows:

**SECTION 1:** The Louisiana Commission on Human Rights is established within the Department of Labor, Office of the Secretary.

**SECTION 2:** The Governor shall appoint the members of the Louisiana Commission on Human Rights from a list of names submitted by the Secretary. The Secretary shall make nominations on a bipartisan basis, and shall include representatives of employers, proprietors, trade unions, religious groups, human rights groups, and the general public. All members of the Louisiana Commission on Human Rights shall be appointed by and serve at the pleasure of the Governor.

**SECTION 3:** The members of the Louisiana Commission on Human Rights shall be reimbursed for actual expenses incurred in the performance of their duties, and shall receive a per diem of \$65 per day for attending official meetings of the Commission. The payment of per diem and expenses as authorized in this Section or applicable law may be made only from monies received from federal funds, and no state or local monies shall be used for such payment.

**SECTION 4:** The duties and functions of the Louisiana Commission on Human Rights include, but is not limited to, the following:

1. To maintain an office in Baton Rouge and such other offices within the state as necessary.
2. To meet and exercise its powers within the state.
3. To appoint an Executive Director, attorneys, hearings examiners, clerks, and other employees and agents as it may deem necessary, to fix their compensation with the approval of the Governor, and to delegate any of its functions and duties to its agents or employees in the interest of efficient management of the appropriations and resources of the agency.
4. To promote the creation of local commissions on human rights, to cooperate with state, local, and other agencies, both public and private, and individuals, and to obtain upon request and utilize the services of all governmental departments and agencies.
5. To enter into cooperative working agreements with local commissions which have enforceable ordinances, orders, or resolutions and professional staff.
6. To cooperate with the United States Equal Employment Opportunity Commission created by Section 705 of the Civil Rights Act of 1964, compiled in 42 U.S.C. 2000e-4, in order to achieve the purpose of that Act, and with

other federal and local agencies in order to achieve the purposes of this Executive Order or applicable law.

7. To accept and disburse gifts and bequests, grants, or other payments, public or private, to help finance its activities.
8. To accept reimbursement pursuant to Section 709(b) of the Civil Rights Act of 1964, compiled in 42 U.S.C. 2000e-8, for services rendered to assist the federal Equal Employment Opportunity Commission.
9. To receive, initiate, investigate, seek to conciliate, hold hearings on, and pass upon complaints alleging violations of applicable law.
10. To require answers to interrogatories, compel the attendance of witnesses, examine witnesses under oath or affirmation in person or by deposition, and require the production of documents relevant to the complaint. The Commission may make rules authorizing or designating any member or individual to exercise these powers in the performance of official duties.
11. To furnish technical assistance requested by person subject to this Executive Order or applicable law to further their compliance with this Executive Order or applicable law, or an order issued thereunder.
12. To make studies appropriate to effectuate the purposes and policies of this Executive Order or applicable law, and make the results thereof available to the public.
13. To render, at least annually, a comprehensive written report to the Governor and to the legislature. The report may contain recommendations of the Commission for legislative or other action to effectuate the purposes and policies of this Executive Order or applicable law.
14. To adopt, promulgate, amend, and rescind rules and regulations to effectuate the purposes and provisions of this Executive Order or applicable law, including regulations requiring the posting of notices prepared or approved by the Commission.
15. To cooperate with community, professional, civic, and religious organizations, federal agencies, and agencies from other states in the development of public information programs, leadership, and activities in the interest of equal opportunity and treatment of all individuals.
16. To create local or statewide advisory committees that in its judgment will aid in effectuating the purposes of this Executive Order or applicable law. Members of such committees shall serve without pay, but shall be reimbursed for actual expenses incurred in performance of their duties. The Commission may make provision for technical and clerical assistance to the committees. The Commission

may empower these committees:

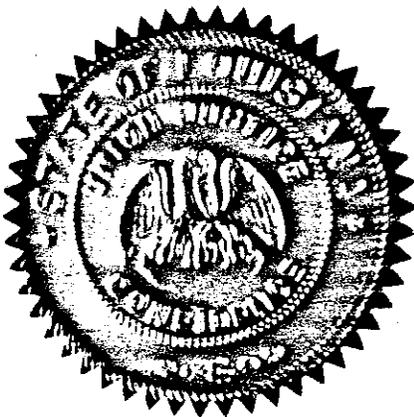
- a. To study and report on problems of discrimination because of race, creed, color, religion, sex, age, or national origin.
  - b. To foster, through community effort or otherwise, goodwill among the groups and elements of the population of the state.
  - c. To make recommendations to the Commission for the development of policies and practices that will aid in carrying out the purposes of this Executive Order or applicable law.
17. To perform other duties and functions as requested by the Governor.

**SECTION 5:**

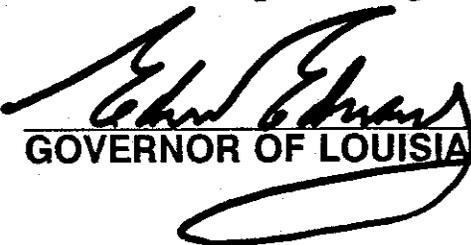
All departments, commissions, boards, agencies, and officers of the state, or any political subdivision thereof, are authorized and directed to cooperate with the Louisiana Commission on Human Rights in implementing the provisions of this Executive Order.

**SECTION 6:**

The provisions of this Executive Order are effective upon signature and shall remain in effect until amended, modified, or rescinded by operation of law.



IN WITNESS WHEREOF, I have hereunto set my hand officially and caused to be affixed the Great Seal of the State of Louisiana, at the Capitol, in the City of Baton Rouge, on this 22nd day of July, 1992.

  
GOVERNOR OF LOUISIANA

ATTEST BY  
THE GOVERNOR

  
SECRETARY OF STATE