



EXECUTIVE ORDER NO. JBE 2016 – 11

EQUAL OPPORTUNITY AND NON-DISCRIMINATION

WHEREAS, Article 1, Section 1 of the Louisiana Constitution provides that: “All government, of right, originates with the people, is founded on their will alone, and is instituted to protect the rights of the individual and for the good of the whole. Its only legitimate ends are to secure justice for all, preserve peace, protect the rights, and promote the happiness and general welfare of the people. The rights enumerated in this Article are inalienable by the state and shall be preserved inviolate by the state;”

WHEREAS, in furtherance of these principles, the State of Louisiana is and should be committed to providing equality of opportunity for all of its citizens; and

WHEREAS, the State of Louisiana is and should be committed to maintaining a work environment for its citizens that is free of harassment and discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, political affiliation, disability, or age.

NOW THEREFORE, I, JOHN BEL EDWARDS, 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, gender identity, national origin, political affiliation, disability, or age 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, gender identity, national origin, political affiliation, disability, or age 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, gender identity, national origin, political affiliation, disability, or age of the persons seeking such contracts. Further, all such contracts shall include a provision that the contractor shall not discriminate on the basis race, color, religion, sex, sexual orientation, gender identity, national origin, political affiliation, disability, or age in any matter relating to employment. The provisions of this section (and this section only) shall go into effect on July 1, 2016. However, this provision does not apply to a contractor or subcontractor that is a religious corporation, religious association, religious educational institution, or religious society.

SECTION 4: This Order further rescinds and terminates Executive Order BJ 15-8, entitled the "Marriage and Conscience Order," which is inconsistent with the object and principles of this Executive Order. However, nothing in this Executive Order (JBE 16-11) shall be read to be inconsistent with La. R.S. 13:5231 *et seq.*, the "Preservation of Religious Freedom Act."

SECTION 5: 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 6: 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 13th day of April, 2016.


GOVERNOR OF LOUISIANA

ATTEST BY
THE GOVERNOR


SECRETARY OF STATE