

## Executive Order

OFFICE OF THE GOVERNOR

No. 4 FY 74-75 DATE March 11, 1975

### **PROHIBITING DISCRIMINATION IN THE EMPLOYMENT OF EX-OFFENDERS AND EX-PATIENTS OF THE STATE. CORRECTION AND MENTAL HEALTH INSTITUTIONS**

WHEREAS, historically the State of Maine has opposed discrimination on the basis of race, creed, color, sex, national origin, ancestry, age and physical handicap, it is appropriate that we take the Necessary action to express our commitment to the promotion of a successful transition and return to normalcy in society of ex-offenders and ex-patients of State institutions; and,

WHEREAS, it is essential in the attainment of that objective to reduce or eliminate the traditional stigma and discrimination attached to former inmates and patients; and,

WHEREAS, gainful employment has been proven to be the most important condition of successful transition into the community and society;

NOW, THEREFORE, I JAMES B. LONGLEY, under the Power vested in me as Governor, declare it to be the policy of the State of Maine in all departments and agencies in the Executive Branch, to provide equal employment Opportunity for all former inmates and patients.

Only by support of this policy in spirit as well as letter, can we expect to achieve the necessary end; equal employment opportunity for all and a return to normalcy for ex-offenders and ex-Patients.

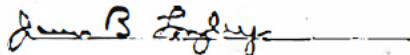
In the implementation of this policy, no department or other agency shall discriminate in the selection, training, promotion, transfer, layoff, return from layoff, termination or any other personnel action against any applicant or employee who has been a former hospital patient or inmate;

Such applicant for employment shall be regarded the same as any other candidate with respect to suitability for employment;

They shall have the same opportunity to compete for positions within state agencies as any other citizen qualified for said positions;

In no case shall any unit of any department deny employment to an applicant or Promotion to an employee simply because he or she has been a former patient or inmate,

Each department is hereby directed to advise all hiring authorities of this "policy, which becomes effective immediately, and to adopt whatever internal procedures are necessary to implement said policy.



James B Longley  
Governor of Maine