



EXECUTIVE ORDER 91-4  
BARRING DISCRIMINATION IN STATE GOVERNMENT  
ON THE BASIS OF SEXUAL OR AFFECTIONAL PREFERENCE

I, Arne H. Carlson, GOVERNOR OF THE STATE OF MINNESOTA, by virtue of the authority vested in me by the Constitution and the applicable statutes, do hereby issue this Executive Order:

WHEREAS, the right of privacy for all Minnesotans is inalienable and must be respected and vigorously enforced; and

WHEREAS, government must not tolerate discrimination or harassment based on sexual or affectional preference; and

WHEREAS, all state workers have the right to a work environment free from hostile, intimidating, or offensive behavior;

NOW, THEREFORE, I hereby order that:

The agencies, departments, boards and commissions within the Executive Branch of state government and under the jurisdiction of the Governor:

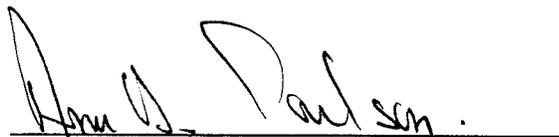
1. Shall not discriminate in state employment against any individual based on that person's sexual orientation including, but not limited to, recruitment, hiring, promotion, tenure, and compensation.

2. Shall provide a work environment free of harassment, which is a form of discrimination and in general is the display of behavior by one employee toward another which has the purpose or effect of unreasonably interfering with an individual's work performance or creating a hostile, intimidating, or offensive work environment.

3. The head of each department or agency shall, by appropriate means, ensure that all staff are advised of this order.

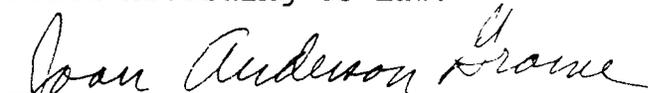
Pursuant to Minnesota Statutes 1990, Section 4.035, this Order shall be effective fifteen (15) days after publication in the State Register and filing with the Secretary of State and shall remain in effect until rescinded by proper authority or it expires in accordance with Minnesota Statutes 1990, Section 4.035, Subdivision 3.

IN TESTIMONY WHEREOF I have set my hand this 29th day of January, 1991.



ARNE H. CARLSON  
Governor

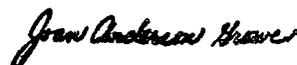
Filed According to Law:



JOAN ANDERSON GROWE  
Secretary of State

STATE OF MINNESOTA  
DEPARTMENT OF STATE  
FILED

JAN 29 1991

  
Secretary of State