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## Non-Discrimination Clause in Research Contracts, to C. E. Brehm, December 31, 1954

Herman M. Roth

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Mr. John C. Burch.  
Mr. Neely  
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Mr. Reed  
Mr. Hester Holt

UNITED STATES  
ATOMIC ENERGY COMMISSION

In Reply  
Refer to: OR:JER

Oak Ridge, Tennessee  
December 31, 1954

Dr. C. E. Brehm, President  
University of Tennessee  
Knoxville, Tennessee

Subject: NONDISCRIMINATION CLAUSE IN RESEARCH CONTRACTS

Dear Dr. Brehm:

On September 3, 1954, President Dwight D. Eisenhower signed Executive Order 10557 which provided a new nondiscrimination clause for use in all Government contracts executed on or after December 2, 1954. We are enclosing a copy of the Executive Order containing exact wording of the new clause, which we propose to place in contracts at the time of the next modification.

We are also enclosing two copies of a notice entitled "Equal Economic Opportunity." Future contracts with the Commission will require posting of this notice on bulletin boards at conspicuous places available to employees and applicants for employment in connection with work under Government contracts. While we recognize you are not required to do so under your present contract, we should appreciate your making arrangements to display the poster now.

If you have any questions regarding the provisions of the nondiscrimination clause, please do not hesitate to call them to our attention.

Your cooperation in this matter is appreciated.

Very truly yours,

ORIGINAL SIGNED BY  
HERMAN M. ROTH

Herman M. Roth  
Director  
Research and Medicine Division

Enclosures:

1. Executive Order 10557
2. Equal Economic Opportunity (2)

Rounsaville:bj

UNITED STATES  
ATOMIC ENERGY COMMISSION

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Herman M. Roth  
Director  
Research and Medicine Division

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Rounsaville,bj

THE WHITE HOUSE OFFICE

EXECUTIVE ORDER  
No. 10557

APPROVING THE REVISED PROVISION IN GOVERNMENT  
CONTRACTS RELATING TO NONDISCRIMINATION  
IN EMPLOYMENT

WHEREAS the contracting agencies of the United States Government are required by existing Executive orders to include in all contracts executed by them a provision obligating the contractor not to discriminate against any employee or applicant for employment because of race, creed, color, or national origin, and obligating the contractor to include a similar clause in all subcontracts, and

WHEREAS the Committee on Government Contracts is authorized by Executive Order 10479, as amended, to make recommendations to the contracting agencies for improving and making more effective the nondiscrimination provision of Government contracts, and

WHEREAS the Committee on Government Contracts, in consultation with the principal contracting agencies of the Government, has recommended that in the future the contracting agencies of the Government, include in place of, and as a means of better explaining, the present nondiscrimination provision of Government contracts, the following provision:

"In connection with the performance of work under this contract, the contractor agrees not to discriminate against any employee or applicant for employment because of race, religion, color, or national origin. The aforesaid provision shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post hereafter in conspicuous places, available for employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of the non-discrimination clause.

"The contractor further agrees to insert the foregoing provision in all subcontracts hereunder, except subcontracts for standard commercial supplies or raw materials."

NOW, THEREFORE, by virtue of the authority vested in me by the Constitution and statutes, and as President of the United States, and in order to clarify and strengthen the provisions of the existing orders, it is ordered as follows:

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Section 1. The contract provision relating to nondiscrimination in employment, recommended by the Committee on Government Contracts, is hereby approved.

Section 2. The contracting agencies of the Government shall hereafter include the approved nondiscrimination provision in all contracts executed by them on and after a date 90 days subsequent to the date of this order, except:

- a. Contracts and subcontracts to be performed outside the United States where no recruitment of workers within the limits of the United States is involved; and
- b. Contracts and subcontracts to meet other special requirements or emergencies, if recommended by the Committee on Government Contracts.

Section 3. The General Services Administration shall take appropriate action to revise the standard Government contract forms to accord with the provisions of this order.

DWIGHT D. EISENHOWER

THE WHITE HOUSE,

September 3, 1954.