

These deferrals affect the International Security Assistance program, and the Departments of Health and Human Services and State.

**William J. Clinton**

The White House,  
October 19, 1995.

**Letter to Senator Edward M. Kennedy on the "Employment Non-Discrimination Act"**

*October 19, 1995*

*Dear Ted:*

I am writing in regard to the Employment Non-Discrimination Act, which you and Senator Jeffords have reintroduced in the current session of Congress.

As you know, discrimination in employment on the basis of sexual orientation is currently legal in 41 states. Men and women in those states may be fired from their jobs solely because of their sexual orientation, even when it has no bearing on their job performance. Those who face this kind of job discrimination have no legal recourse, in either our state or federal courts. This is wrong.

Individuals should not be denied a job on the basis of something that has no relationship to their ability to perform their work. Sadly, as the Labor and Human Resources Committee documented last year, this kind of job discrimination is not rare. Cases of job discrimination on the basis of sexual orientation are seen in every area of our country.

The Employment Non-Discrimination Act, however, is careful to apply some exemptions in certain areas. I understand that your bill provides an exemption for small businesses, the Armed Forces, and religious organizations, including schools and other educational institutions that are substantially controlled or supported by religious organizations. This provision, which I believe is essential, respects the deeply held religious beliefs of many Americans.

Moreover, your bill specifically prohibits preferential treatment on the basis of sexual orientation, including quotas. It also does not require employers to provide special benefits.

The bill, therefore, appears to answer all the legitimate objections previously raised against it, while ensuring that Americans, regardless of their sexual orientation, can find and keep their jobs based on their ability and the quality of their work. The Employment Non-Discrimination Act is designed to protect the rights of all Americans to participate in the job market without fear of unfair discrimination. I support it.

Sincerely,

**Bill Clinton**

**Executive Order 12977—  
Interagency Security Committee**

*October 19, 1995*

By the authority vested in me as President by the Constitution and the laws of the United States of America, and in order to enhance the quality and effectiveness of security in and protection of buildings and facilities in the United States occupied by Federal employees for nonmilitary activities ("Federal facilities"), and to provide a permanent body to address continuing government-wide security for Federal facilities, it is hereby ordered as follows:

**Section 1. Establishment.** There is hereby established within the executive branch the Interagency Security Committee ("Committee"). The Committee shall consist of: (a) the Administrator of General Services ("Administrator");

(b) representatives from the following agencies, appointed by the agency heads:

- (1) Department of State;
- (2) Department of the Treasury;
- (3) Department of Defense;
- (4) Department of Justice;
- (5) Department of the Interior;
- (6) Department of Agriculture;
- (7) Department of Commerce;
- (8) Department of Labor;
- (9) Department of Health and Human Services;
- (10) Department of Housing and Urban Development;
- (11) Department of Transportation;
- (12) Department of Energy;
- (13) Department of Education;
- (14) Department of Veterans Affairs;

(15) Environmental Protection Agency;  
 (16) Central Intelligence Agency; and  
 (17) Office of Management and Budget;  
 (c) the following individuals or their designees:

(1) the Director, United States Marshals Service;

(2) the Assistant Commissioner of the Federal Protective Service of the Public Buildings Service, General Services Administration ("Assistant Commissioner");

(3) the Assistant to the President for National Security Affairs; and

(4) the Director, Security Policy Board; and

(d) such other Federal employees as the President shall appoint.

**Sec. 2. Chair.** The Committee shall be chaired by the Administrator, or the designee of the Administrator.

**Sec. 3. Working Groups.** The Committee is authorized to establish interagency working groups to perform such tasks as may be directed by the Committee.

**Sec. 4. Consultation.** The Committee may consult with other parties, including the Administrative Office of the United States Courts, to perform its responsibilities under this order, and, at the discretion of the Committee, such other parties may participate in the working groups.

**Sec. 5. Duties and Responsibilities.** (a) The Committee shall: (1) establish policies for security in and protection of Federal facilities;

(2) develop and evaluate security standards for Federal facilities, develop a strategy for ensuring compliance with such standards, and oversee the implementation of appropriate security measures in Federal facilities; and

(3) take such actions as may be necessary to enhance the quality and effectiveness of security and protection of Federal facilities, including but not limited to:

(A) encouraging agencies with security responsibilities to share security-related intelligence in a timely and cooperative manner;

(B) assessing technology and information systems as a means of providing cost-effective improvements to security in Federal facilities;

(C) developing long-term construction standards for those locations with threat lev-

els or missions that require blast resistant structures or other specialized security requirements;

(D) evaluating standards for the location of, and special security related to, day care centers in Federal facilities; and

(E) assisting the Administrator in developing and maintaining a centralized security data base of all Federal facilities.

**Sec. 6. Agency Support and Cooperation.**

(a) *Administrative Support.* To the extent permitted by law and subject to the availability of appropriations, the Administrator, acting by and through the Assistant Commissioner, shall provide the Committee such administrative services, funds, facilities, staff and other support services as may be necessary for the performance of its functions under this order.

(b) *Cooperation.* Each executive agency and department shall cooperate and comply with the policies and recommendations of the Committee issued pursuant to this order, except where the Director of Central Intelligence determines that compliance would jeopardize intelligence sources and methods. To the extent permitted by law and subject to the availability of appropriations, executive agencies and departments shall provide such support as may be necessary to enable the Committee to perform its duties and responsibilities under this order.

(c) *Compliance.* The Administrator, acting by and through the Assistant Commissioner, shall be responsible for monitoring Federal agency compliance with the policies and recommendations of the Committee.

**Sec. 7. Judicial Review.** This order is intended only to improve the internal management of the Federal Government, and is not intended, and should not be construed, to create any right or benefit, substantive or procedural, enforceable at law by a party against the United States, its agencies, its officers, or its employees.

**William J. Clinton**

The White House,  
 October 19, 1995.

[Filed with the Office of the Federal Register, 2:55 p.m., October 20, 1995]

NOTE: This Executive order was released by the Office of the Press Secretary on October 20, and it will be published in the *Federal Register* on October 24.

**Remarks at the Opening Session of the Midwest Economic Conference in Columbus, Ohio**

*October 20, 1995*

Thank you very much, Mr. Vice President, Mr. Mayor. President Gee, you were kind enough to point out that when Ohio State was playing Notre Dame, I was meeting with His Holiness the Pope. I hope that at election time the people of Ohio will remember that I single-handedly prevented papal intervention in that game. [Laughter] And when they say, what did Bill Clinton ever do for Ohio, you'll have an answer. [Laughter] These are—lightning is about to come through that window right now. [Laughter] Forgive me, God.

These are very good days for Ohio, not only because the Buckeyes are winning on the football field and Cleveland has become the comeback team of the ages, winning 100 games in a shortened season, and is now in the World Series but because the economy of Ohio has come back. You can drive through this city, you see its vibrancy, its aliveness, its beauty, and the strength that the university and the other parts of the community here give to what is going on. It's very exuberant. And you see this throughout the Middle West.

I want to make a few comments today, if I might, about how what we're doing here relates to what is going on back in Washington. But let me, first, just follow up on some things the Vice President said.

Economic policy is very important to this administration. And when I became President, I determined to do everything I could to put economic policy beyond partisan politics, to forge a partnership between our Government and the private sector, to try to support cooperative efforts between business and labor, and to try to share ideas and work together with people at the State and local level, in other words, to try to move America together toward realizing its maximum economic potential in creating jobs, in raising

incomes, in fulfilling the dreams of the American people.

And I believe that the results of the last 2½ years point to the proposition that every administration from here on out in the foreseeable future should seek to put economic policy beyond partisan politics and the traditional wrangling that goes on in Washington, because that is a very important part of our national security and what it means to be an American.

Everyone knows now that we're in a period of profound change, moving from the cold war to the global village, from the industrial era to the information and technology era, when even in a State like Ohio, you know, even our industries are becoming more information- and technology-driven. The Midwest is emerging from years of economic trouble with a hopeful future built around a very, very diversified economy.

At the turn of the century, half of the people in this country worked or lived on farms. At the midpoint of the century, 4 out of 10 Americans worked in factories. By the end of the century, just 5 years from now, half of all Americans will be knowledge workers. We have to find ways to harness this change to make the American dream available to all of our people, to keep our country the strongest nation in the world, and to help people strengthen their families and their communities. That is the great challenge now: How are we going to harness the change so it benefits everyone?

We are engaged in a great debate now over balancing the Federal budget. The real issue is not whether to balance the Federal budget. We now have broad agreement on that after several years of exploding the deficit. The real question is how we should do it. I believe we should try to do it as much as possible based on common sense and the way it would be done if the decision were being made in a town meeting in Ohio instead of through the glare of national publicity and partisan filters in Washington, DC.

We ought to do it in a way that guarantees maximum opportunity for every American, that preserves and strengthens our families, that recognizes that if you live in a country that is a community, it means you have obligations to other people and not just yourself.