

# SENATE BILL 212

D5  
SB 449/13 – JPR

4lr0817

---

By: **Senators Madaleno, Raskin, Manno, Benson, Conway, Currie, Feldman, Ferguson, Forehand, Frosh, Gladden, Jones–Rodwell, Kasemeyer, Kelley, King, Kittleman, McFadden, Montgomery, Pinsky, Pugh, Ramirez, Robey, Rosapepe, Young, and Zirkin**

Introduced and read first time: January 16, 2014

Assigned to: Judicial Proceedings

---

## A BILL ENTITLED

1 AN ACT concerning

2 **Fairness for All Marylanders Act of 2014**

3 FOR the purpose of prohibiting discrimination based on gender identity with regard to  
4 public accommodations, housing, and employment; prohibiting discrimination  
5 based on gender identity by certain licensed or regulated persons; prohibiting  
6 discrimination based on sexual orientation or gender identity with regard to the  
7 leasing of property for commercial usage or in the provision of certain services  
8 or facilities; altering a certain exception for employers that relates to standards  
9 concerning dress and grooming; providing that an employer is immune from  
10 certain liability for certain acts to verify the gender identity of any employee or  
11 applicant in response to a certain charge; making certain remedies and  
12 procedures regarding discrimination applicable to discrimination based on  
13 sexual orientation and gender identity; requiring certain State personnel  
14 actions to be made without regard to gender identity or sexual orientation;  
15 defining the term “gender identity”; making certain conforming changes;  
16 making certain legislative findings and declarations; and generally relating to  
17 discrimination based on sexual orientation and gender identity.

18 BY renumbering

19 Article – State Government  
20 Section 20–101(e) and (f), respectively  
21 to be Section 20–101(f) and (g), respectively  
22 Annotated Code of Maryland  
23 (2009 Replacement Volume and 2013 Supplement)

24 BY adding to

25 Article – State Government  
26 Section 20–101(e) and 20–102

---

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 Annotated Code of Maryland  
2 (2009 Replacement Volume and 2013 Supplement)

3 BY repealing and reenacting, without amendments,  
4 Article – State Government  
5 Section 20–301 and 20–303  
6 Annotated Code of Maryland  
7 (2009 Replacement Volume and 2013 Supplement)

8 BY repealing and reenacting, with amendments,  
9 Article – State Government  
10 Section 20–302, 20–304, 20–401, 20–402, 20–501, 20–602, 20–603, 20–605(a)(2),  
11 20–606(a) through (e), 20–608, 20–702(a), 20–704(a)(2), 20–705,  
12 20–707(b) and (c), and 20–1103(b)  
13 Annotated Code of Maryland  
14 (2009 Replacement Volume and 2013 Supplement)

15 BY repealing and reenacting, with amendments,  
16 Article – State Personnel and Pensions  
17 Section 2–302  
18 Annotated Code of Maryland  
19 (2009 Replacement Volume and 2013 Supplement)

20 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF  
21 MARYLAND, That Section(s) 20–101(e) and (f), respectively, of Article – State  
22 Government of the Annotated Code of Maryland be renumbered to be Section(s)  
23 20–101(f) and (g), respectively.

24 SECTION 2. AND BE IT FURTHER ENACTED, That the Laws of Maryland  
25 read as follows:

26 **Article – State Government**

27 20–101.

28 **(E) “GENDER IDENTITY” MEANS A GENDER-RELATED IDENTITY,**  
29 **APPEARANCE, EXPRESSION, OR BEHAVIOR OF AN INDIVIDUAL REGARDLESS OF**  
30 **THE INDIVIDUAL’S ASSIGNED SEX AT BIRTH.**

31 **20–102.**

32 **THE GENERAL ASSEMBLY FINDS AND DECLARES THAT:**

33 **(1) THERE IS A NEED TO PROHIBIT DISCRIMINATION ON THE**  
34 **BASIS OF RACE, COLOR, RELIGION, ANCESTRY, NATIONAL ORIGIN, AGE, SEX,**  
35 **MARITAL STATUS, DISABILITY, SEXUAL ORIENTATION, AND GENDER IDENTITY IN**

1 THE AREAS OF EMPLOYMENT, HOUSING, CREDIT, AND PUBLIC  
2 ACCOMMODATIONS;

3 (2) THE STATE HAS THE RESPONSIBILITY TO ACT TO ASSURE  
4 THAT EVERY INDIVIDUAL WITHIN THE STATE IS AFFORDED AN EQUAL  
5 OPPORTUNITY TO ENJOY A FULL AND PRODUCTIVE LIFE, AND THE FAILURE TO  
6 PROVIDE SUCH EQUAL OPPORTUNITY, WHETHER BECAUSE OF DISCRIMINATION,  
7 PREJUDICE, OR INTOLERANCE, THREATENS THE WELFARE OF THE STATE AND  
8 ITS INHABITANTS;

9 (3) MANY RESIDENTS OF THE STATE HAVE ENCOUNTERED  
10 PREJUDICE ON ACCOUNT OF THEIR RACE, COLOR, RELIGION, ANCESTRY,  
11 NATIONAL ORIGIN, AGE, SEX, MARITAL STATUS, DISABILITY, SEXUAL  
12 ORIENTATION, OR GENDER IDENTITY, AND THIS PREJUDICE HAS SEVERELY  
13 LIMITED OR ACTUALLY PREVENTED ACCESS TO BASIC NECESSITIES OF LIFE,  
14 LEADING TO DEPRIVATION AND SUFFERING;

15 (4) THE OPPORTUNITY TO OBTAIN EMPLOYMENT, HOUSING,  
16 CREDIT, AND PUBLIC ACCOMMODATIONS WITHOUT DISCRIMINATION IS HEREBY  
17 RECOGNIZED AS AND DECLARED TO BE A CIVIL RIGHT; AND

18 (5) THESE FINDINGS ARE INTENDED TO CODIFY THE PRINCIPLES  
19 OF JUSTICE AND EQUAL OPPORTUNITY AND TO ENSURE THAT THE PUBLIC  
20 UNDERSTANDS THAT DISCRIMINATION ON THE BASIS OF RACE, COLOR,  
21 RELIGION, ANCESTRY, NATIONAL ORIGIN, AGE, SEX, MARITAL STATUS,  
22 DISABILITY, SEXUAL ORIENTATION, OR GENDER IDENTITY IS EXPRESSLY  
23 PROHIBITED.

24 20-301.

25 In this subtitle, "place of public accommodation" means:

26 (1) an inn, hotel, motel, or other establishment that provides lodging  
27 to transient guests;

28 (2) a restaurant, cafeteria, lunchroom, lunch counter, soda fountain, or  
29 other facility principally engaged in selling food or alcoholic beverages for consumption  
30 on or off the premises, including a facility located on the premises of a retail  
31 establishment or gasoline station;

32 (3) a motion picture house, theater, concert hall, sports arena,  
33 stadium, or other place of exhibition or entertainment;

34 (4) a retail establishment that:

- 1 (i) is operated by a public or private entity; and
- 2 (ii) offers goods, services, entertainment, recreation, or  
3 transportation; and
- 4 (5) an establishment:
- 5 (i) 1. that is physically located within the premises of any  
6 other establishment covered by this subtitle; or
- 7 2. within the premises of which any other establishment  
8 covered by this subtitle is physically located; and
- 9 (ii) that holds itself out as serving patrons of the covered  
10 establishment.

11 20–302.

12 This subtitle does not prohibit the proprietor or employees of any establishment  
13 from denying service to any person for failure to conform to the usual and regular  
14 requirements, standards, and regulations of the establishment, provided that the  
15 denial is not based on discrimination on the grounds of race, sex, age, color, creed,  
16 national origin, marital status, sexual orientation, **GENDER IDENTITY**, or disability.

17 20–303.

18 This subtitle does not apply:

- 19 (1) to a private club or other establishment that is not open to the  
20 public, except to the extent that the facilities of the private club or other establishment  
21 are made available to the customers or patrons of an establishment within the scope of  
22 this subtitle;
- 23 (2) with respect to sex discrimination, to a facility that is:
- 24 (i) uniquely private and personal in nature; and
- 25 (ii) designed to accommodate only a particular sex; and
- 26 (3) to an establishment providing lodging to transient guests located  
27 within a building that:
- 28 (i) contains not more than five rooms for rent or hire; and
- 29 (ii) is occupied by the proprietor of the establishment as the  
30 proprietor's residence.

1 20-304.

2 An owner or operator of a place of public accommodation or an agent or  
3 employee of the owner or operator may not refuse, withhold from, or deny to any  
4 person any of the accommodations, advantages, facilities, or privileges of the place of  
5 public accommodation because of the person's race, sex, age, color, creed, national  
6 origin, marital status, sexual orientation, **GENDER IDENTITY**, or disability.

7 20-401.

8 This subtitle does not prohibit any person that is licensed or regulated by the  
9 Department of Labor, Licensing, and Regulation from refusing, withholding from, or  
10 denying accommodations, advantages, facilities, privileges, sales, or services to any  
11 person for failure to conform to the usual and regular requirements, standards, and  
12 regulations of the licensed or regulated person, provided that the denial is not based  
13 on discrimination on the grounds of race, sex, color, creed, national origin, marital  
14 status, sexual orientation, age, **GENDER IDENTITY**, or disability.

15 20-402.

16 A person that is licensed or regulated by a unit in the Department of Labor,  
17 Licensing, and Regulation listed in § 2-108 of the Business Regulation Article may not  
18 refuse, withhold from, or deny any person any of the accommodations, advantages,  
19 facilities, privileges, sales, or services of the licensed or regulated person or  
20 discriminate against any person because of the person's race, sex, creed, color, national  
21 origin, marital status, sexual orientation, age, **GENDER IDENTITY**, or disability.

22 20-501.

23 An owner or operator of commercial property, an agent or employee of the owner  
24 or operator of commercial property, or a person that is licensed or regulated by the  
25 State may not discriminate against an individual in the terms, conditions, or  
26 privileges of the leasing of property for commercial use, or in the provision of services  
27 or facilities in connection with the leasing of property for commercial use, because of  
28 the individual's race, color, religion, sex, age, disability, marital status, **SEXUAL**  
29 **ORIENTATION**, **GENDER IDENTITY**, or national origin.

30 20-602.

31 It is the policy of the State, in the exercise of its police power for the protection  
32 of the public safety, public health, and general welfare, for the maintenance of  
33 business and good government, and for the promotion of the State's trade, commerce,  
34 and manufacturers:

35 (1) to assure all persons equal opportunity in receiving employment  
36 and in all labor management-union relations, regardless of race, color, religion,

1 ancestry or national origin, sex, age, marital status, sexual orientation, **GENDER**  
2 **IDENTITY**, or disability unrelated in nature and extent so as to reasonably preclude  
3 the performance of the employment; and

4 (2) to that end, to prohibit discrimination in employment by any  
5 person.

6 20–603.

7 This subtitle does not require:

8 (1) an employer, employment agency, labor organization, or joint  
9 labor–management committee subject to this subtitle to grant preferential treatment  
10 to any individual or group on the basis of the race, color, religion, sex, age, national  
11 origin, **GENDER IDENTITY**, sexual orientation, or disability of the individual or group  
12 because an imbalance may exist with respect to the total number or percentage of  
13 individuals of any race, color, religion, sex, age, national origin, **GENDER IDENTITY**,  
14 or sexual orientation or individuals with disabilities employed by the employer,  
15 referred or classified for employment by the employment agency or labor organization,  
16 admitted to membership or classified by the labor organization, or admitted to, or  
17 employed in, any apprenticeship or other training program, compared to the total  
18 number or percentage of individuals of that race, color, religion, sex, age, national  
19 origin, **GENDER IDENTITY**, or sexual orientation or individuals with disabilities in the  
20 State or any community, section, or other area, or in the available work force in the  
21 State or any community, section, or other area; or

22 (2) an employer to reasonably accommodate an employee’s religion or  
23 disability if the accommodation would cause undue hardship on the conduct of the  
24 employer’s business.

25 20–605.

26 (a) Notwithstanding any other provision of this subtitle, this subtitle does  
27 not prohibit:

28 (2) an employer from establishing [standards concerning an  
29 employee’s dress and grooming, if the standards are directly related to the nature of  
30 the employment of the employee] **AND REQUIRING AN EMPLOYEE TO ADHERE TO**  
31 **REASONABLE WORKPLACE APPEARANCE, GROOMING, AND DRESS STANDARDS**  
32 **THAT ARE DIRECTLY RELATED TO THE NATURE OF THE EMPLOYMENT OF THE**  
33 **EMPLOYEE AND THAT ARE NOT PRECLUDED BY ANY PROVISION OF STATE OR**  
34 **FEDERAL LAW, AS LONG AS THE EMPLOYER ALLOWS ANY EMPLOYEE TO APPEAR,**  
35 **GROOM, AND DRESS CONSISTENT WITH THE EMPLOYEE’S GENDER IDENTITY;**

36 20–606.

1 (a) An employer may not:

2 (1) fail or refuse to hire, discharge, or otherwise discriminate against  
3 any individual with respect to the individual's compensation, terms, conditions, or  
4 privileges of employment because of:

5 (i) the individual's race, color, religion, sex, age, national origin,  
6 marital status, sexual orientation, **GENDER IDENTITY**, genetic information, or  
7 disability unrelated in nature and extent so as to reasonably preclude the performance  
8 of the employment; or

9 (ii) the individual's refusal to submit to a genetic test or make  
10 available the results of a genetic test;

11 (2) limit, segregate, or classify its employees or applicants for  
12 employment in any way that would deprive or tend to deprive any individual of  
13 employment opportunities or otherwise adversely affect the individual's status as an  
14 employee because of:

15 (i) the individual's race, color, religion, sex, age, national origin,  
16 marital status, sexual orientation, **GENDER IDENTITY**, genetic information, or  
17 disability unrelated in nature and extent so as to reasonably preclude the performance  
18 of the employment; or

19 (ii) the individual's refusal to submit to a genetic test or make  
20 available the results of a genetic test;

21 (3) request or require genetic tests or genetic information as a  
22 condition of hiring or determining benefits; or

23 (4) fail or refuse to make a reasonable accommodation for the known  
24 disability of an otherwise qualified employee.

25 (b) An employment agency may not:

26 (1) fail or refuse to refer for employment or otherwise discriminate  
27 against any individual because of the individual's race, color, religion, sex, age,  
28 national origin, marital status, sexual orientation, **GENDER IDENTITY**, or disability  
29 unrelated in nature and extent so as to reasonably preclude the performance of the  
30 employment; or

31 (2) classify or refer for employment any individual on the basis of the  
32 individual's race, color, religion, sex, age, national origin, marital status, sexual  
33 orientation, **GENDER IDENTITY**, or disability unrelated in nature and extent so as to  
34 reasonably preclude the performance of the employment.

35 (c) A labor organization may not:

1 (1) exclude or expel from its membership, or otherwise discriminate  
2 against, any individual because of the individual's race, color, religion, sex, age,  
3 national origin, marital status, sexual orientation, **GENDER IDENTITY**, or disability  
4 unrelated in nature and extent so as to reasonably preclude the performance of the  
5 employment;

6 (2) limit, segregate, or classify its membership, or classify or fail or  
7 refuse to refer for employment any individual, in any way that would deprive or tend  
8 to deprive the individual of employment opportunities, limit the individual's  
9 employment opportunities, or otherwise adversely affect the individual's status as an  
10 employee or as an applicant for employment because of the individual's race, color,  
11 religion, sex, age, national origin, marital status, sexual orientation, **GENDER**  
12 **IDENTITY**, or disability unrelated in nature and extent so as to reasonably preclude  
13 the performance of the employment; or

14 (3) cause or attempt to cause an employer to discriminate against an  
15 individual in violation of this section.

16 (d) An employer, labor organization, or joint labor-management committee  
17 controlling apprenticeship or other training or retraining programs, including  
18 on-the-job training programs, may not discriminate against any individual in  
19 admission to, or employment in, any program established to provide apprenticeship or  
20 other training or retraining because of the individual's race, color, religion, sex, age,  
21 national origin, marital status, sexual orientation, **GENDER IDENTITY**, or disability  
22 unrelated in nature and extent so as to reasonably preclude the performance of the  
23 employment.

24 (e) (1) Except as provided in paragraph (2) of this subsection, an  
25 employer, labor organization, or employment agency may not print or cause to be  
26 printed or published any notice or advertisement relating to employment by the  
27 employer, membership in or any classification or referral for employment by the labor  
28 organization, or any classification or referral for employment by the employment  
29 agency that indicates any preference, limitation, specification, or discrimination based  
30 on race, color, religion, sex, age, national origin, marital status, sexual orientation,  
31 **GENDER IDENTITY**, or disability.

32 (2) A notice or advertisement may indicate a preference, limitation,  
33 specification, or discrimination based on religion, sex, age, national origin, marital  
34 status, or disability if religion, sex, age, national origin, marital status, or disability is  
35 a bona fide occupational qualification for employment.

36 20-608.

37 An employer shall be immune from liability under this title or under the  
38 common law arising out of reasonable acts taken by the employer to verify the sexual



1 orientation **OR GENDER IDENTITY** of any employee or applicant in response to a  
2 charge filed against the employer on the basis of sexual orientation **OR GENDER**  
3 **IDENTITY**.

4 20–702.

5 (a) It is the policy of the State:

6 (1) to provide for fair housing throughout the State to all, regardless of  
7 race, color, religion, sex, familial status, national origin, marital status, sexual  
8 orientation, **GENDER IDENTITY**, or disability; and

9 (2) to that end, to prohibit discriminatory practices with respect to  
10 residential housing by any person, in order to protect and insure the peace, health,  
11 safety, prosperity, and general welfare of all.

12 20–704.

13 (a) This subtitle does not apply to:

14 (2) with respect to discrimination on the basis of sex, sexual  
15 orientation, **GENDER IDENTITY**, or marital status:

16 (i) the rental of rooms in any dwelling, if the owner maintains  
17 the dwelling as the owner’s principal residence; or

18 (ii) the rental of any apartment in a dwelling that contains not  
19 more than five rental units, if the owner maintains the dwelling as the owner’s  
20 principal residence.

21 20–705.

22 Except as provided in §§ 20–703 and 20–704 of this subtitle, a person may not:

23 (1) refuse to sell or rent after the making of a bona fide offer, refuse to  
24 negotiate for the sale or rental of, or otherwise make unavailable or deny, a dwelling to  
25 any person because of race, color, religion, sex, disability, marital status, familial  
26 status, sexual orientation, **GENDER IDENTITY**, or national origin;

27 (2) discriminate against any person in the terms, conditions, or  
28 privileges of the sale or rental of a dwelling, or in the provision of services or facilities  
29 in connection with the sale or rental of a dwelling, because of race, color, religion, sex,  
30 disability, marital status, familial status, sexual orientation, **GENDER IDENTITY**, or  
31 national origin;

1           (3)     make, print, or publish, or cause to be made, printed, or published,  
2 any notice, statement, or advertisement with respect to the sale or rental of a dwelling  
3 that indicates any preference, limitation, or discrimination based on race, color,  
4 religion, sex, disability, marital status, familial status, sexual orientation, **GENDER**  
5 **IDENTITY**, or national origin, or an intention to make any preference, limitation, or  
6 discrimination;

7           (4)     represent to any person, because of race, color, religion, sex,  
8 disability, marital status, familial status, sexual orientation, **GENDER IDENTITY**, or  
9 national origin, that any dwelling is not available for inspection, sale, or rental when  
10 the dwelling is available; or

11           (5)     for profit, induce or attempt to induce any person to sell or rent  
12 any dwelling by representations regarding the entry or prospective entry into the  
13 neighborhood of a person of a particular race, color, religion, sex, disability, marital  
14 status, familial status, sexual orientation, **GENDER IDENTITY**, or national origin.

15 20–707.

16           (b)     (1)     A person whose business includes engaging in residential real  
17 estate–related transactions may not discriminate against any person in making  
18 available a transaction, or in the terms or conditions of a transaction, because of race,  
19 color, religion, sex, disability, marital status, familial status, sexual orientation,  
20 **GENDER IDENTITY**, or national origin.

21           (2)     Paragraph (1) of this subsection does not prohibit a person engaged  
22 in the business of furnishing appraisals of real property from taking into consideration  
23 factors other than race, color, religion, sex, disability, marital status, familial status,  
24 sexual orientation, **GENDER IDENTITY**, or national origin.

25           (c)     A person may not, because of race, color, religion, sex, disability, marital  
26 status, familial status, sexual orientation, **GENDER IDENTITY**, or national origin:

27           (1)     deny a person access to, or membership or participation in, a  
28 multiple–listing service, real estate brokers’ organization, or other service,  
29 organization, or facility relating to the business of selling or renting dwellings; or

30           (2)     discriminate against a person in the terms or conditions of  
31 membership or participation.

32 20–1103.

33           (b)     Whether or not acting under color of law, a person may not, by force or  
34 threat of force, willfully injure, intimidate, interfere with, or attempt to injure,  
35 intimidate, or interfere with:

1           (1) any person because of race, color, religion, sex, disability, marital  
2 status, familial status, sexual orientation, **GENDER IDENTITY**, or national origin and  
3 because the person is or has been:

4           (i) selling, purchasing, renting, financing, occupying, or  
5 contracting or negotiating for the sale, purchase, rental, financing, or occupation of  
6 any dwelling; or

7           (ii) applying for or participating in any service, organization, or  
8 facility relating to the business of selling or renting dwellings;

9           (2) any person because the person is or has been, or in order to  
10 intimidate the person or any other person or any class of persons from:

11           (i) participating, without discrimination on account of race,  
12 color, religion, sex, disability, marital status, familial status, sexual orientation,  
13 **GENDER IDENTITY**, or national origin, in any of the activities, services, organizations,  
14 or facilities described in item (1) of this subsection; or

15           (ii) affording another person or class of persons the opportunity  
16 or protection to participate in any of the activities, services, organizations, or facilities  
17 described in item (1) of this subsection; or

18           (3) any person because the person is or has been, or in order to  
19 discourage the person or any other person from:

20           (i) lawfully aiding or encouraging other persons to participate,  
21 without discrimination on account of race, color, religion, sex, disability, marital  
22 status, familial status, sexual orientation, **GENDER IDENTITY**, or national origin, in  
23 any of the activities, services, organizations, or facilities described in item (1) of this  
24 subsection; or

25           (ii) participating lawfully in speech or peaceful assembly  
26 opposing any denial of the opportunity to participate in any of the activities, services,  
27 organizations, or facilities described in item (1) of this subsection.

## 28                           **Article – State Personnel and Pensions**

29           2–302.

30           (a) The State recognizes and honors the value and dignity of every person  
31 and understands the importance of providing employees and applicants for  
32 employment with a fair opportunity to pursue their careers in an environment free of  
33 discrimination or harassment prohibited by law.

1 (b) (1) Except as provided in paragraph (2) of this subsection or by other  
2 law, all personnel actions concerning a State employee or applicant for employment in  
3 State government shall be made without regard to:

4 (i) age;

5 (ii) ancestry;

6 (iii) color;

7 (iv) creed;

8 **(V) GENDER IDENTITY;**

9 ~~[(v)]~~ **(VI)** marital status;

10 ~~[(vi)]~~ **(VII)** mental or physical disability;

11 ~~[(vii)]~~ **(VIII)** national origin;

12 ~~[(viii)]~~ **(IX)** race;

13 ~~[(ix)]~~ **(X)** religious affiliation, belief, or opinion; ~~[or]~~

14 ~~[(x)]~~ **(XI)** sex; **OR**

15 **(XII) SEXUAL ORIENTATION.**

16 (2) A personnel action may be taken with regard to age, sex, or  
17 disability to the extent that age, sex, or physical or mental qualification is required by  
18 law or is a bona fide occupational qualification.

19 (c) (1) Each State employee is expected to assume personal responsibility  
20 and leadership in ensuring fair employment practices and equal employment  
21 opportunity in Maryland State government.

22 (2) Employment discrimination and harassment by State managers,  
23 supervisors, or other employees is prohibited.

24 (3) A State employee who violates this subtitle is subject to  
25 disciplinary action by the employee's appointing authority, including the termination  
26 of State employment.

27 (d) The Equal Employment Opportunity Program in Title 5, Subtitle 2 of this  
28 article governs all employees of any unit in the Executive Branch of State government,  
29 including a unit with an independent personnel system.

1           (e)   (1)   At least annually, the Secretary shall report on the Equal  
2 Employment Opportunity Program established in § 5-202 of this article to the Joint  
3 Committee on Fair Practices and State Personnel Oversight.

4           (2)   The head of a personnel system in the Legislative and Judicial  
5 branches may report periodically on equal employment opportunity programs and  
6 policies in effect in that personnel system to the Joint Committee on Fair Practices  
7 and State Personnel Oversight.

8           SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect  
9 October 1, 2014.