

HOUSE JOINT RESOLUTION 5

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By: **Delegate Conaway**

Introduced and read first time: February 6, 2017

Assigned to: Rules and Executive Nominations

HOUSE JOINT RESOLUTION

1 A House Joint Resolution concerning

2 **Extension of Statutes of Limitations Under Title VII of the Civil Rights Act of**
3 **1964**

4 FOR the purpose of urging the Congress of the United States of America to extend certain
5 statutes of limitations under Title VII of the Civil Rights Act of 1964; and generally
6 relating to the extension of certain statutes of limitations.

7 WHEREAS, Title VII of the Civil Rights Act of 1964, as amended, provides that an
8 individual may file a written claim of discrimination with the Equal Employment
9 Opportunity Commission only within 180 calendar days from the day a discriminatory act
10 took place, subject to an extension to 300 calendar days if a state or local agency enforces a
11 law that prohibits employment discrimination on the same basis; and

12 WHEREAS, Title VII authorizes an individual to file a lawsuit alleging
13 discrimination only within 90 days of receipt of a Notice-of-Right-to-Sue letter; and

14 WHEREAS, These brief filing periods may have a significant impact on the possible
15 claims of employees unfamiliar with these limitations periods and their ability to seek
16 redress for discriminatory actions; now, therefore, be it

17 RESOLVED BY THE GENERAL ASSEMBLY OF MARYLAND, That the General
18 Assembly of Maryland urges the Congress of the United States to extend the time periods
19 within which an individual may file a charge of discrimination with the Equal Employment
20 Opportunity Commission and within which an individual may file a lawsuit alleging
21 discrimination following receipt of a Notice-of-Right-to-Sue letter; and be it further

22 RESOLVED, That a copy of this Resolution be forwarded by the Department of
23 Legislative Services to the Maryland Congressional Delegation: Senators Benjamin L.
24 Cardin and Christopher Van Hollen, Jr., Senate Office Building, Washington, D.C. 20510;
25 and Representatives Andrew P. Harris, C. A. Dutch Ruppertsberger III, John P. Sarbanes,
26 Anthony G. Brown, Steny Hamilton Hoyer, John Delaney, Elijah E. Cummings, and Jamie
27 Raskin, House Office Building, Washington, D.C. 20515.

