

Chapter 788

(House Bill 1228)

AN ACT concerning

Equal Employment Opportunity Program – Sexual Harassment Reporting

FOR the purpose of requiring certain Equal Employment Opportunity Program reports to include certain information about sexual harassment policies, prevention training, and complaints; and generally relating to the Equal Employment Opportunity Program and sexual harassment.

BY repealing and reenacting, without amendments,
Article – State Personnel and Pensions
Section 5–201
Annotated Code of Maryland
(2015 Replacement Volume and 2017 Supplement)

BY repealing and reenacting, with amendments,
Article – State Personnel and Pensions
Section 5–205(a)
Annotated Code of Maryland
(2015 Replacement Volume and 2017 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
That the Laws of Maryland read as follows:

Article – State Personnel and Pensions

5–201.

- (a) In this subtitle the following words have the meanings indicated.
- (b) “Coordinator” means the Equal Employment Opportunity Coordinator.
- (c) “Program” means the Equal Employment Opportunity Program established under this subtitle.
- (d) “Unit” means a unit of the Executive Branch of State government.

5–205.

(a) In accordance with the provisions and intent of the Maryland Constitution and other laws of the State, each unit shall:

- (1) comply with all applicable regulations, policies, guidelines, and

directives of the Secretary to carry out this section;

(2) cooperate fully with the Coordinator in the investigation of complaints of discrimination in violation of § 5–208 of this subtitle;

(3) (i) in accordance with the regulations, policies, guidelines, and directives of the Secretary, annually prepare a plan that includes the development and implementation of policies and programs to ensure that protected group members are appropriately represented and that the personnel practices in the unit are not discriminatory; and

(ii) submit to the Secretary the progress reports about the plan that the Secretary requires;

(4) for each fiscal year, submit to the Coordinator by the following October 15 an annual report about the activities that the unit undertook in that fiscal year to implement the Program, including:

(i) information about personnel practices within the unit;

(ii) a summary of complaints filed, investigated, resolved, and pending; [and]

(iii) information about relations with other units of State government; [and]

(IV) INFORMATION ABOUT SEXUAL HARASSMENT POLICIES AND PREVENTION TRAINING; AND

(V) A SUMMARY OF SEXUAL HARASSMENT COMPLAINTS FILED, INVESTIGATED, RESOLVED, AND PENDING; AND

(5) provide a copy of the annual report to the Commission on Civil Rights.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2018.

Approved by the Governor, May 15, 2018.