

# HOUSE BILL 1228

P4

8lr1680

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By: **Delegates Kelly and A. Miller**

Introduced and read first time: February 8, 2018

Assigned to: Appropriations

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## A BILL ENTITLED

1 AN ACT concerning

2 **Equal Employment Opportunity Program – Sexual Harassment Reporting**

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

7 BY repealing and reenacting, without amendments,  
8 Article – State Personnel and Pensions  
9 Section 5–201  
10 Annotated Code of Maryland  
11 (2015 Replacement Volume and 2017 Supplement)

12 BY repealing and reenacting, with amendments,  
13 Article – State Personnel and Pensions  
14 Section 5–205(a)  
15 Annotated Code of Maryland  
16 (2015 Replacement Volume and 2017 Supplement)

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

19 **Article – State Personnel and Pensions**

20 5–201.

21 (a) In this subtitle the following words have the meanings indicated.

22 (b) “Coordinator” means the Equal Employment Opportunity Coordinator.

23 (c) “Program” means the Equal Employment Opportunity Program established

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 under this subtitle.

2 (d) "Unit" means a unit of the Executive Branch of State government.

3 5-205.

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

6 (1) comply with all applicable regulations, policies, guidelines, and  
7 directives of the Secretary to carry out this section;

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

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

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

17 (4) for each fiscal year, submit to the Coordinator by the following October  
18 15 an annual report about the activities that the unit undertook in that fiscal year to  
19 implement the Program, including:

20 (i) information about personnel practices within the unit;

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

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

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

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

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

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