

HB0679/924964/1

BY: Appropriations Committee

AMENDMENTS TO HOUSE BILL 679
(First Reading File Bill)

AMENDMENT NO. 1

On page 1, in line 2, strike “and”; in the same line, after “Enforcement” insert “, and Prevention Training”; and in line 19, after “harassment” insert “; providing that certain required sexual harassment prevention training for State employees may consist of webinar, computer-based, or online training under certain circumstances; specifying that a certain representative designated for a unit of the University System of Maryland shall be the unit’s Title IX Coordinator”.

On page 2, after line 7, insert:

“BY repealing and reenacting, with amendments,
Article - State Personnel and Pensions
Section 2-203.1(c) and (d)(1)
Annotated Code of Maryland
(2015 Replacement Volume and 2018 Supplement)”.

AMENDMENT NO. 2

On page 9, after line 2, insert:

“Article – State Personnel and Pensions

2-203.1.

(c) (1) Each State employee shall complete at least a cumulative 2 hours of in-person or virtual, interactive training on sexual harassment prevention within:

(i) 6 months after the employee’s initial appointment; and

(Over)

(ii) every 2-year period thereafter.

(2) The training required under paragraph (1) of this subsection shall include:

(i) information on the federal and State laws concerning the prohibition of sexual harassment;

(ii) best practices in prevention and correction of sexual harassment, abusive conduct, and retaliation;

(iii) remedies and procedures available to victims of sexual harassment in employment; and

(iv) additional training for supervisors regarding information on:

1. properly responding to complaints of sexual harassment and preventing further abuse and retaliation; and

2. creating and maintaining a workplace culture in which sexual harassment is not tolerated.

(3) (I) THE TRAINING REQUIRED UNDER PARAGRAPH (1) OF THIS SUBSECTION MAY CONSIST OF WEBINAR, COMPUTER-BASED, OR ONLINE TRAINING.

(II) IF THE TRAINING REQUIRED UNDER PARAGRAPH (1) OF THIS SUBSECTION CONSISTS OF WEBINAR, COMPUTER-BASED, OR ONLINE TRAINING, THE TRAINING ALSO SHALL INCLUDE AN EVALUATIVE COMPONENT THAT:

1. ENSURES EMPLOYEE ENGAGEMENT IN THE TRAINING; AND

2. ASSESSES EMPLOYEE COMPREHENSION OF TRAINING OBJECTIVES.

(d) (1) (i) Each unit shall designate a representative to coordinate with the Commission to implement the training State employees are required to complete under subsection (c) of this section.

(ii) **FOR A UNIT OF THE UNIVERSITY SYSTEM OF MARYLAND, THE REPRESENTATIVE DESIGNATED UNDER SUBPARAGRAPH (I) OF THIS PARAGRAPH SHALL BE THE UNIT'S TITLE IX COORDINATOR.**

(iii) A unit may incorporate the training into existing employment training for new employees and supervisors.”.