

# HOUSE BILL 703

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By: **Delegates Qi, Acevero, Carr, Charkoudian, Crutchfield, W. Fisher, Gilchrist, Lopez, Moon, Palakovich Carr, Queen, Shetty, Smith, ~~and Wilkins~~ Wilkins, Bagnall, Charles, Cullison, Hill, Kerr, R. Lewis, Pena–Melnyk, Pendergrass, Rosenberg, Sample–Hughes, and K. Young**

Introduced and read first time: January 30, 2020

Assigned to: Health and Government Operations

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Committee Report: Favorable with amendments

House action: Adopted

Read second time: March 7, 2020

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## CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **Maryland Commission on Civil Rights – Employment**  
3 **Discrimination – Reporting**

4 FOR the purpose of requiring the Maryland Commission on Civil Rights to include certain  
5 information in its annual report; requiring certain county offices of civil rights to  
6 report certain information relating to complaints of employment discrimination to  
7 the Commission; making a certain requirement applicable in certain counties;  
8 defining “county office of civil rights”; and generally relating to employment  
9 discrimination and reporting.

10 BY repealing and reenacting, with amendments,  
11 Article – State Government  
12 Section 20–207(c)  
13 Annotated Code of Maryland  
14 (2014 Replacement Volume and 2019 Supplement)

15 BY adding to  
16 Article – State Government  
17 Section 20–208  
18 Annotated Code of Maryland  
19 (2014 Replacement Volume and 2019 Supplement)

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



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

3 **Article – State Government**

4 20–207.

5 (c) On or before January 1 of each year, the Commission shall submit a report on  
6 the work of the Commission to the Governor and, subject to § 2–1257 of this article, to the  
7 General Assembly **THAT INCLUDES:**

8 **(1) A REVIEW OF THE DATA REPORTED UNDER § 20–208 OF THIS**  
9 **SUBTITLE; AND**

10 **(2) RECOMMENDATIONS, IF ANY, FOR POLICY CHANGES TO ADDRESS**  
11 **DISCRIMINATORY TRENDS NOTED IN THE DATA REVIEW UNDER ITEM (1) OF THIS**  
12 **SUBSECTION.**

13 **20–208.**

14 **(A) IN THIS SECTION, “COUNTY OFFICE OF CIVIL RIGHTS” MEANS THE**  
15 **COUNTY OFFICE RESPONSIBLE FOR RESPONDING TO COMPLAINTS ALLEGING**  
16 **DISCRIMINATION IN A COUNTY.**

17 **(B) THIS SECTION APPLIES ONLY TO:**

18 **(1) ANNE ARUNDEL COUNTY;**

19 **(2) BALTIMORE CITY;**

20 **(3) BALTIMORE COUNTY;**

21 **(4) HOWARD COUNTY;**

22 **(5) MONTGOMERY COUNTY; AND**

23 **(6) PRINCE GEORGE’S COUNTY.**

24 **(C) ON OR BEFORE OCTOBER 1 EACH YEAR, EACH COUNTY OFFICE OF CIVIL**  
25 **RIGHTS SHALL REPORT THE FOLLOWING INFORMATION TO THE COMMISSION:**

26 **(1) THE NUMBER OF COMPLAINTS RECEIVED ALLEGING**  
27 **DISCRIMINATION IN EMPLOYMENT; AND**

28 **(2) FOR EACH COMPLAINT RECEIVED:**

- 1 (I) THE TYPE OF DISCRIMINATION ALLEGED;
- 2 (II) THE CATEGORY OF JOB HELD BY THE COMPLAINANT;
- 3 (III) WHETHER THE COMPLAINANT IS A PUBLIC SECTOR  
4 EMPLOYEE OR A PRIVATE SECTOR EMPLOYEE; ~~AND~~
- 5 (IV) THE COMPLAINANT'S COUNTRY OF ORIGIN; AND
- 6 (V) WHETHER THE COUNTY OFFICE OF CIVIL RIGHTS  
7 DETERMINED THAT A VIOLATION OCCURRED.

8 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
9 October 1, 2020.

Approved:

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Governor.

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Speaker of the House of Delegates.

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President of the Senate.