

Chapter 278

(House Bill 506)

AN ACT concerning

**Sexual Harassment Prevention Training – Morgan State University and
St. Mary's College of Maryland – Training Format**

FOR the purpose of providing that a certain required sexual harassment prevention training for employees of Morgan State University and St. Mary's College of Maryland may consist of webinar, computer-based, or online training under certain circumstances; and generally relating to sexual harassment prevention training for employees of Morgan State University and St. Mary's College of Maryland.

BY repealing and reenacting, with amendments,

Article – State Personnel and Pensions

Section 2–203.1(c)

Annotated Code of Maryland

(2015 Replacement Volume and 2023 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

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

(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) This paragraph applies only to:
1. a unit of the University System of Maryland; ~~OR~~
 2. **MORGAN STATE UNIVERSITY; OR**
 3. **ST. MARY'S COLLEGE OF MARYLAND.**
- (ii) The training required under paragraph (1) of this subsection may consist of webinar, computer-based, or online training.
- (iii) 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.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2024.

Approved by the Governor, April 25, 2024.