

**Department of Legislative Services**  
Maryland General Assembly  
2024 Session

**FISCAL AND POLICY NOTE**  
**Third Reader - Revised**

House Bill 506  
Appropriations

(Delegates Boyce and Embry)

Education, Energy, and the Environment

---

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

---

This bill authorizes Morgan State University and St. Mary's College of Maryland, for the sexual harassment prevention training that is required under current law for State employees, to provide training that consists of webinar, computer-based, or online training. If the training is delivered using one of these methods, it must also include an evaluative component that ensures employee engagement in the training and assesses employee comprehension of training objectives.

---

**Fiscal Summary**

**State Effect:** The bill's changes can be handled with existing budgeted resources. No effect on revenues.

**Local Effect:** None.

**Small Business Effect:** None.

---

**Analysis**

**Current Law:** Chapter 791 of 2018 requires sexual harassment prevention training for all State employees. Each State employee must complete at least a cumulative two hours of in-person or virtual, interactive training on sexual harassment prevention within six months after the employee's initial appointment and every two-year period thereafter. The training must address specified items, including additional training for supervisors. For the University System of Maryland, the required training may consist of webinar, computer-based, or online training, and if the training is delivered using one of these

methods, it must include an evaluative component that ensures employee engagement in the training and assesses employee comprehension of training objectives.

Each unit must designate a representative to coordinate with the Maryland Commission on Civil Rights to implement the required training and may incorporate the training into existing employment training for new employees and supervisors.

If determined to be necessary by the appointing authority, a unit may require an employee to retake any part or all of the training or to participate in additional classes or training. For Executive Branch units, the Equal Employment Opportunity Coordinator must enforce the training requirements and may recommend that the Office of Legislative Audits conduct a performance audit or review of a unit, if the coordinator determines that the unit has not complied with the requirements. A person may not bring an action against the State for any act or omission resulting from any training or lack of training of a State employee unless the acts or omissions of the employee are willful, wanton, or grossly negligent.

---

### **Additional Information**

**Recent Prior Introductions:** Similar legislation has not been introduced within the last three years.

**Designated Cross File:** None.

**Information Source(s):** Morgan State University; St. Mary's College of Maryland; Department of Budget and Management; Maryland Commission on Civil Rights; Department of Legislative Services

**Fiscal Note History:** First Reader - February 15, 2024  
rh/mcr Third Reader - March 26, 2024  
Revised - Amendment(s) - March 26, 2024

---

Analysis by: Heather N. MacDonagh

Direct Inquiries to:  
(410) 946-5510  
(301) 970-5510