

Department of Legislative Services  
Maryland General Assembly  
2010 Session

FISCAL AND POLICY NOTE

House Bill 462 (Delegate Kaiser, *et al.*)  
Health and Government Operations Education, Health, and Environmental Affairs

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Education - Discrimination Prohibited - Protected Classes

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This bill conforms the provisions of law relating to discrimination in the employment of teachers in public schools to other provisions of State law governing discrimination in employment by adding ancestry, age, marital status, and sexual orientation as protected classes.

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Fiscal Summary

**State Effect:** Any administrative changes can be handled with existing resources.

**Local Effect:** Any administrative changes can be handled with existing resources.

**Small Business Effect:** None.

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Analysis

**Current Law/Background:** The State Superintendent of Schools, a local board of education, a local superintendent, or an assistant to any one of these may not make any distinction or discriminate in favor of or against any teacher in the employment of a public school of this State because of race, religion, color, national origin, handicap, or sex. There are exceptions for sex if employment of a certain sex is reasonably necessary because of the nature of the employment or for a handicap if the handicap adversely affects the person's ability to perform the duties of the position.

It is the policy of the State to assure all persons equal opportunity in receiving employment and in all labor management-union relations, regardless of race, color, religion, ancestry or national origin, sex, age, marital status, sexual orientation, or

disability unrelated in nature and extent so as to reasonably preclude the performance of the employment.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** None.

**Information Source(s):** Maryland State Department of Education; Carroll, Harford, and St. Mary's counties; Maryland Association of Counties; Department of Legislative Services

**Fiscal Note History:** First Reader - March 2, 2010  
ncs/mwc

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