

Department of Legislative Services
Maryland General Assembly
2017 Session

FISCAL AND POLICY NOTE
First Reader

House Joint Resolution 5 (Delegate Conaway)
Rules and Executive Nominations

**Extension of Statutes of Limitations Under Title VII of the Civil Rights Act of
1964**

This joint resolution urges the U.S. Congress to extend specified statutes of limitations under Title VII of the Civil Rights Act of 1964.

Fiscal Summary

State Effect: The joint resolution does not directly affect State finances.

Local Effect: None.

Small Business Effect: None.

Analysis

Current Law/Background: Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, religion, sex, and national origin. As noted in the preamble, individuals may file a written claim of discrimination with the Equal Employment Opportunity Commission (EEOC) only within 180 calendar days from the day a discriminatory act took place. This may be extended to 300 calendar days if a state or local agency enforces a law that prohibits employment discrimination on the same basis.

Title VII authorizes an individual to file a lawsuit alleging discrimination only within 90 days of receipt of a Notice-of-Right-to-Sue letter. Such letters may be issued after an EEOC investigation finds no violation of the law or if the EEOC decides not to file a lawsuit. The letter gives an individual permission to file a private lawsuit.

State law prohibits employment discrimination based on an individual's race, color, religion, national origin, sex, age, marital status, sexual orientation, gender identity, or disability. Pursuant to State law, a complaint must be filed with the Maryland Commission on Civil Rights within six months after the date on which the alleged discriminatory act occurred. A complaint filed with a federal or local human relations commission within six months after the date on which the alleged discriminatory act occurred is deemed to be in compliance with this requirement.

Additional Information

Prior Introductions: None.

Cross File: None.

Information Source(s): U.S. Equal Employment Opportunity Commission; Department of Legislative Services

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mm/kdm

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