

HOUSE BILL 1228

P4

8lr1680

By: **Delegates Kelly and A. Miller**

Introduced and read first time: February 8, 2018

Assigned to: Appropriations

Committee Report: Favorable

House action: Adopted

Read second time: March 10, 2018

CHAPTER _____

1 AN ACT concerning

2 **Equal Employment Opportunity Program – Sexual Harassment Reporting**

3 FOR the purpose of requiring certain Equal Employment Opportunity Program reports to
4 include certain information about sexual harassment policies, prevention training,
5 and complaints; and generally relating to the Equal Employment Opportunity
6 Program and sexual harassment.

7 BY repealing and reenacting, without amendments,

8 Article – State Personnel and Pensions

9 Section 5–201

10 Annotated Code of Maryland

11 (2015 Replacement Volume and 2017 Supplement)

12 BY repealing and reenacting, with amendments,

13 Article – State Personnel and Pensions

14 Section 5–205(a)

15 Annotated Code of Maryland

16 (2015 Replacement Volume and 2017 Supplement)

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

19 **Article – State Personnel and Pensions**

20 5–201.

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 (a) In this subtitle the following words have the meanings indicated.
- 2 (b) “Coordinator” means the Equal Employment Opportunity Coordinator.
- 3 (c) “Program” means the Equal Employment Opportunity Program established
4 under this subtitle.
- 5 (d) “Unit” means a unit of the Executive Branch of State government.
6 5–205.

7 (a) In accordance with the provisions and intent of the Maryland Constitution
8 and other laws of the State, each unit shall:

9 (1) comply with all applicable regulations, policies, guidelines, and
10 directives of the Secretary to carry out this section;

11 (2) cooperate fully with the Coordinator in the investigation of complaints
12 of discrimination in violation of § 5–208 of this subtitle;

13 (3) (i) in accordance with the regulations, policies, guidelines, and
14 directives of the Secretary, annually prepare a plan that includes the development and
15 implementation of policies and programs to ensure that protected group members are
16 appropriately represented and that the personnel practices in the unit are not
17 discriminatory; and

18 (ii) submit to the Secretary the progress reports about the plan that
19 the Secretary requires;

20 (4) for each fiscal year, submit to the Coordinator by the following October
21 15 an annual report about the activities that the unit undertook in that fiscal year to
22 implement the Program, including:

23 (i) information about personnel practices within the unit;

24 (ii) a summary of complaints filed, investigated, resolved, and
25 pending; [and]

26 (iii) information about relations with other units of State
27 government; [and]

28 **(IV) INFORMATION ABOUT SEXUAL HARASSMENT POLICIES AND**
29 **PREVENTION TRAINING; AND**

30 **(V) A SUMMARY OF SEXUAL HARASSMENT COMPLAINTS FILED,**

1 INVESTIGATED, RESOLVED, AND PENDING; AND

2 (5) provide a copy of the annual report to the Commission on Civil Rights.

3 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect

4 October 1, 2018.

Approved:

Governor.

Speaker of the House of Delegates.

President of the Senate.