

Department of Legislative Services
Maryland General Assembly
2020 Session

FISCAL AND POLICY NOTE
Third Reader - Revised

House Bill 703

(Delegate Qi, *et al.*)

Health and Government Operations

Judicial Proceedings

Maryland Commission on Civil Rights - Employment Discrimination - Reporting

This bill requires specified counties to annually submit information to the Maryland Commission on Civil Rights (MCCR) regarding employment discrimination complaints. MCCR must include the data and associated recommendations in its annual report.

Fiscal Summary

State Effect: MCCR can handle the bill's requirements with existing resources. Revenues are not affected.

Local Effect: It is anticipated that local governments can handle the bill's requirements with existing resources. Revenues are not affected.

Small Business Effect: None.

Analysis

Bill Summary: By October 1 of each year, the county office of civil rights in Baltimore City and Anne Arundel, Baltimore, Howard, Montgomery, and Prince George's counties must report to MCCR the number of employment discrimination complaints received. For each complaint, the offices must also report (1) the type of discrimination alleged; (2) the category of job held by the complainant; (3) whether the complainant is a public or private sector employee; (4) the complainant's country of origin; and (5) whether the office determined that a violation occurred.

MCCR must include a review of the data and any recommendations for policy changes to address noted discriminatory trends in its annual report.

Current Law/Background: MCCR is an independent State agency that, among other responsibilities, seeks to protect against employment discrimination based on race, color, religion, ancestry or national origin, sex, age, marital status, sexual orientation, gender identity, or disability (unrelated in nature and extent so as to reasonably preclude the performance of the employment). On or before January 1 of each year, MCCR must submit a report on its work to the Governor and the General Assembly. According to its most recent report, MCCR received 804 employment discrimination complaints in fiscal 2019, including 82 complaints based on national origin.

Additional Information

Prior Introductions: None.

Designated Cross File: None.

Information Source(s): Maryland Commission on Civil Rights; Baltimore City; Howard, Montgomery, and Prince George's counties; Department of Legislative Services

Fiscal Note History: First Reader - February 23, 2020
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