

Department of Legislative Services
Maryland General Assembly
2020 Session

FISCAL AND POLICY NOTE
Third Reader - Revised

House Bill 325
Appropriations

(Delegate Hettleman)

Finance

Sexual Harassment Prevention Training - Designated Coordinator - University
System of Maryland

This bill repeals a requirement that a unit of the University System of Maryland (USM) designate the unit's Title IX coordinator as the representative to coordinate with the Maryland Commission on Civil Rights (MCCR) in regards to existing sexual harassment prevention training requirements for USM. The bill clarifies that the existing sexual harassment prevention training requirements apply to each constituent institution of USM. **The bill takes effect July 1, 2020.**

Fiscal Summary

State Effect: None. Altering who may serve as USM's designated representatives to coordinate with MCCR on required sexual harassment prevention training and clarifying that the training requirement applies to each constituent institution of USM does not affect governmental finances.

Local Effect: None.

Small Business Effect: None.

Analysis

Current Law: All State employees in the Executive, Judicial, and Legislative branches must complete at least two hours of in-person or virtual interactive training on sexual harassment prevention within (1) six months of an employee's initial appointment and (2) every two-year period thereafter. The training must address specified items, including additional training for supervisors. For USM employees, the sexual harassment prevention

training may consist of webinar, computer-based, or online training. If the training is in that format, there must be 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 MCCR to implement the required training. For a unit of USM, the designated representative must be the unit's Title IX coordinator. MCCR must train each representative on prevention of sexual harassment, discrimination and retaliation, and best practices in sexual harassment prevention. Representatives are encouraged to use Equal Employment Opportunity Commission materials to prevent sexual harassment in the workplace.

Additional Information

Prior Introductions: None.

Designated Cross File: SB 961 (Senator Hettleman) - Finance.

Information Source(s): University System of Maryland; Department of Budget and Management; Maryland Commission on Civil Rights; Department of Legislative Services

Fiscal Note History: First Reader - February 6, 2020
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Analysis by: Heather N. MacDonagh

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