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

Article – State Government

20–603.

This subtitle does not require:

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.
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(1) an employer, employment agency, labor organization, or joint
labor–management committee subject to this subtitle to grant preferential treatment to
any individual or group on the basis of the race, color, religion, sex, age, national origin,
gender identity, sexual orientation, or disability of the individual or group because an
imbalance may exist with respect to the total number or percentage of individuals of any
race, color, religion, sex, age, national origin, gender identity, or sexual orientation or
individuals with disabilities employed by the employer, referred or classified for
employment by the employment agency or labor organization, admitted to membership or
classified by the labor organization, or admitted to, or employed in, any apprenticeship or
other training program, compared to the total number or percentage of individuals of that
race, color, religion, sex, age, national origin, gender identity, or sexual orientation or
individuals with disabilities in the State or any community, section, or other area, or in the
available work force in the State or any community, section, or other area; or

(2) an employer to reasonably accommodate an employee’s religion or
disability, OR A QUALIFIED AN APPLICANT FOR EMPLOYMENT’S DISABILITY, if the
accommodation would cause undue hardship on the conduct of the employer’s business.

20–606.

(a) An employer may not:

(1) fail or refuse to hire, discharge, or otherwise discriminate against any
individual with respect to the individual’s compensation, terms, conditions, or privileges of
employment because of:

(i) the individual’s race, color, religion, sex, age, national origin,
marital status, sexual orientation, gender identity, genetic information, or disability
unrelated in nature and extent so as to reasonably preclude the performance of the
employment; or

(ii) the individual’s refusal to submit to a genetic test or make
available the results of a genetic test;

(2) limit, segregate, or classify its employees or applicants for employment
in any way that would deprive or tend to deprive any individual of employment
opportunities or otherwise adversely affect the individual’s status as an employee because
of:

(i) the individual’s race, color, religion, sex, age, national origin,
marital status, sexual orientation, gender identity, genetic information, or disability
unrelated in nature and extent so as to reasonably preclude the performance of the
employment; or

(ii) the individual’s refusal to submit to a genetic test or make
available the results of a genetic test;
request or require genetic tests or genetic information as a condition of hiring or determining benefits;

fail or refuse to make a reasonable accommodation for the known disability of an otherwise qualified employee OR AN APPLICANT FOR EMPLOYMENT; or

engage in harassment of an employee.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2022.

Approved:

________________________________
Governor.

________________________________
Speaker of the House of Delegates.

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President of the Senate.