

# HOUSE BILL 506

D5, P4

4lr1963

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By: **Delegates Boyce and Embry**

Introduced and read first time: January 24, 2024

Assigned to: Appropriations

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Committee Report: Favorable with amendments

House action: Adopted

Read second time: February 23, 2024

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## CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **Sexual Harassment Prevention Training – Morgan State University and**  
3 **St. Mary’s College of Maryland – Training Format**

4 FOR the purpose of providing that a certain required sexual harassment prevention  
5 training for employees of Morgan State University and St. Mary’s College of  
6 Maryland may consist of webinar, computer–based, or online training under certain  
7 circumstances; and generally relating to sexual harassment prevention training for  
8 employees of Morgan State University and St. Mary’s College of Maryland.

9 BY repealing and reenacting, with amendments,  
10 Article – State Personnel and Pensions  
11 Section 2–203.1(c)  
12 Annotated Code of Maryland  
13 (2015 Replacement Volume and 2023 Supplement)

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

16 **Article – State Personnel and Pensions**

17 2–203.1.

18 (c) (1) Each State employee shall complete at least a cumulative 2 hours of  
19 in–person or virtual, interactive training on sexual harassment prevention within:

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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 (i) 6 months after the employee's initial appointment; and

2 (ii) every 2-year period thereafter.

3 (2) The training required under paragraph (1) of this subsection shall  
4 include:

5 (i) information on the federal and State laws concerning the  
6 prohibition of sexual harassment;

7 (ii) best practices in prevention and correction of sexual harassment,  
8 abusive conduct, and retaliation;

9 (iii) remedies and procedures available to victims of sexual  
10 harassment in employment; and

11 (iv) additional training for supervisors regarding information on:

12 1. properly responding to complaints of sexual harassment  
13 and preventing further abuse and retaliation; and

14 2. creating and maintaining a workplace culture in which  
15 sexual harassment is not tolerated.

16 (3) (i) This paragraph applies only to:

17 1. a unit of the University System of Maryland; ~~OR~~

18 2. **MORGAN STATE UNIVERSITY; OR**

19 3. **ST. MARY'S COLLEGE OF MARYLAND.**

20 (ii) The training required under paragraph (1) of this subsection may  
21 consist of webinar, computer-based, or online training.

22 (iii) If the training required under paragraph (1) of this subsection  
23 consists of webinar, computer-based, or online training, the training also shall include an  
24 evaluative component that:

25 1. ensures employee engagement in the training; and

26 2. assesses employee comprehension of training objectives.

27 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
28 October 1, 2024.