



Economic Matters Committee

Subcommittees

Public Utilities

Workers' Compensation

THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

HB312 - DISCRIMINATION IN EMPLOYMENT —REASONABLE
ACCOMMODATIONS FOR APPLICANTS WITH DISABILITIES

TESTIMONY OF DELEGATE LORIG CHARKOUDIAN

FEBRUARY 11, 2020

Chair Davis, Vice Chair Dumais, and Members of the Economic Matters Committee,

HB312 will ensure that job applicants with disabilities have reasonable accommodations during the interview process, allowing these applicants to fully demonstrate their qualifications. While the Americans with Disabilities Act technically requires these accommodations in the hiring process, too many Marylanders find that they are not provided with these accommodations during hiring. Codifying this right in Maryland law will ensure that all Marylanders have a chance to demonstrate their qualifications.

HB 312 requires employers to make reasonable accommodations for applicants with disabilities, including allowing alternatives to an online applications process, such as hard copy applications; accepting video resumes or other alternative formats; allowing a third party or a direct support professional to provide assistance during an interview; and providing an interview location that is accessible for individuals with mobility impairments.

While HB 312 explicitly lists reasonable accommodations for disabled applicants during the interview process, it does not limit the employer to the list or require all of those accommodations to be met. The bill does not require employers to adapt the accommodations listed in the bill if doing so will cause the employer undue hardship.

This proposed bill will strengthen the current laws and create reasonable accommodations during the application process.

I respectfully request a favorable report on HB312.