



MARYLAND
Association of
COUNTIES

House Bill 703

Maryland Commission on Civil Rights – Employment Discrimination - Reporting

MACo Position: **SUPPORT**
WITH AMENDMENTS

To: Health and Government Operations Committee

Date: February 25, 2020

From: Drew Jabin

The Maryland Association of Counties (MACo) **SUPPORTS** HB 703 with **AMENDMENTS**. As written, this bill would require Maryland's largest counties - Anne Arundel, Baltimore City, Baltimore County, Howard, Montgomery, and Prince George's Counties -- to submit information to the Maryland Commission on Civil Rights regarding employment discrimination complaints. Information reported for each complaint would include the type of discrimination alleged, the category of job held by the complainant, whether they are a public or private sector employee, and the complainant's country of origin.

MACo raises concern with the language in the bill that specifies the county office of civil rights shall report the "number of complaints received alleging discrimination in employment," rather than the completed findings to determine if there were any substantiated wrongdoings by the employer. In many instances, the claims lead to no violation by the employer. In order to get a more appropriate representation of discrimination issues, the information reported should be the completed findings.

Some counties already voluntarily comply with this bill, and MACo does not take issue with the idea of reporting this information to the Commission, as long as it is done in a fair, uninflated manner. For this reason, MACo urges the Committee to **SUPPORT** HB 703, with an **AMENDMENT** to further define what data is reported to the Maryland Commission on Civil Rights.