



MARYLAND DEVELOPMENTAL DISABILITIES COALITION

Dedicated to the rights and quality of life for people with developmental disabilities in Maryland

Judicial Proceedings Committee

SB 473: Discrimination in Employment - Reasonable Accommodations for Applicants With Disabilities

February 18, 2020

Position: Support

The Maryland Developmental Disabilities Coalition (DD Coalition) is comprised of five statewide organizations that are committed to improving the opportunities and outcomes for Marylanders with intellectual and developmental disabilities (IDD). As such, the DD Coalition supports SB 473.

WHY is this legislation important?

- Maryland is an Employment First State. The principals of Employment First include the right that all individuals should have the opportunity to explore employment options, as well as the right to earn wages in a job of their choosing based on their unique talents, gifts, skills, and interests, and the right to recognize economic self-sufficiency.
- There is a much smaller population of Marylanders with disabilities employed, compared to Marylanders as a whole. According to 2017 Statistics in a Disability Employment Report (<https://www.respectability.org/statistics/>), 42.3% of people with disabilities were employed in Maryland (30% of this number had full-time employment), compared to 77.2% of people without disabilities
- People with disabilities should be empowered and supported to access employment that pays livable wages and provides full benefits
- Accommodations and supports that lead to employment will make achieving full participation in community life more possible

WHAT does this legislation do?

- Clarifies what may constitute a reasonable accommodation employers should provide during the hiring process, including but not limited to:
 - Allowing for an online application process
 - Accepting an alternate form of resume, such as video
 - Allowing support personnel or others to provide assistance to the applicant
 - Providing an accessible interview location

This legislation facilitates employment for people with developmental disabilities, and as a result, increases access to opportunity, the community, and a higher quality of life for all.

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