



# 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



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Columbia, MD 21046

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.



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### WHY is this legislation important?

- A much larger proportion of the population of people with disabilities in unemployed compared to Marylanders as a whole
- People with disabilities should be empowered and supported to access employment that pays livable wages and provides full benefits
- Adequate accommodations and supports are essential to success
- Accommodations and supports that lead to employment will make achieving full participation in community life more possible



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### WHAT does this legislation do?

- Requires employers to make reasonable accommodations for an applicant with disabilities including:
  - 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



**Maryland Developmental  
Disabilities Council**

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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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