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

The Issue:

- Maryland law provides reasonable accommodation protections for employees with disabilities but does not explicitly protect applicants
- Maryland employers have repeatedly denied application accommodations such as alternative application forms and job coaches in interviews

What SB 473 Does:

- Explicitly includes applicants in reasonable accommodation protections
- Provides examples of some application reasonable accommodations that have been repeatedly denied
- Exempts employers from providing reasonable accommodations that would place an undue hardship on their business

Why is SB 473 Needed?

- 77 percent of people with no disabilities were employed in MD in 2016 compared to 40 percent of those with any disability in the same year
- Employers are passing over qualified applicants because applicants are not provided reasonable application accommodations